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**Codebook of the Global  
Dataset on Paternity Leave  
(GDPatL)**



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# Codebook of the Global Dataset on Paternity Leave (GDPatL)

Data access: The WeSIS data portal allows you to explore the data structure of GDPatL, individual indicators, and country-level information in more detail. The complete dataset is also available for download through WeSIS. Furthermore, the GDPatL can be requested via GESIS – Leibniz Institute for the Social Sciences under the following DOI: <https://doi.org/10.7802/2974>

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# CODEBOOK OF THE GLOBAL DATASET ON PATERNITY LEAVE (GDPATL)

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## INDEX

1. INTRODUCTION .....	5
1.1 Data .....	5
1.2 Definition of paternity leave .....	9
1.3 Cases of multiple parallel paternity leave programs .....	9
1.4 Treatment of missing values .....	9
2. VARIABLES .....	10
3. COMMON SOURCES .....	11
APPENDIX I: COUNTRY-SPECIFIC INFORMATION FOR THE CORE COUNTRY LIST .....	13
APPENDIX II: NOTES ON NON-INCLUDED COUNTRIES (E.G. POST-2021 ADOPTION) .....	43
APPENDIX III: NOTES ON ADDITIONAL CASES OUTSIDE THE STANDARD INCLUSION CRITERIA .....	47

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## ABSTRACT

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The Global Dataset on Paternity Leave (GDPatL) constitutes the first comprehensive and systematically compiled global dataset on paternity leave. It offers harmonised, cross-national information on paid and unpaid entitlements across 122 independent nation-states with populations exceeding 500,000, spanning the period 1946–2021. Developed within the Global Welfare State Information System (WeSIS), the GDPatL provides historically grounded and analytically precise data on the design of paternity leave schemes, including policy existence, duration, benefit generosity (such as wage-replacement rates and the application of benefit ceilings), eligibility criteria covering diverse worker groups (including the self-employed, adoptive parents and same-sex partners), and underlying financing arrangements. The dataset is designed to facilitate rigorous comparative and longitudinal analyses of how paternity protection has evolved in response to shifting gender norms, changing family structures, and labour-market transformations. Each observation corresponds to a country-year and includes both standardized and original-format variables. A consistent coding system for missing or inapplicable values ensures analytical transparency. As a unique longitudinal resource, the GDPatL enables scholars to investigate the emergence, diffusion and institutionalisation of paternity leave worldwide, thereby enriching the empirical foundations of research on fatherhood, care regimes and the pursuit of gender-equal social protection.

**Keywords:** comparative policy analysis; family policy; historical dataset; parenting leave; paternity leave; social protection; welfare state

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## 1. INTRODUCTION

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The Global Dataset on Paternity Leave (GDPatL) provides data on paid and unpaid paternity leave policies in 122 independent nation-states with populations over 500,000, spanning the period from 1946<sup>1</sup> to 2021. It provides historically grounded and methodologically rigorous information on the design of paternity leave schemes, including policy existence, duration, benefit generosity (such as wage-replacement rates and the application of benefit ceilings), eligibility criteria across diverse worker groups (including the self-employed, adoptive parents and same-sex partners), and the underlying financing arrangements.

The dataset was compiled as part of the project *Pathways to Family Policy Universalism: Coverage and Generosity of Family Policies in a Global Perspective*, conducted within the Collaborative Research Centre 1342 (CRC 1342) at the University of Bremen between 2022 and 2025. The project was supported by the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation) – Project number 374666841 – SFB 1342, spanning the periods 2018 to 2021 and 2022 to 2025.

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### 1.1 Data

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- » **Countries:** 122 independent states out of a total of 167 countries included in the Global Welfare State Information System (WeSIS), each with a population of at least 500,000, whose information has been regularly updated in either *Social Security Programs throughout the World* (SSPTW) or the *ILO Legislative series*.
- » **Year:** 1946-2021

The GDPatL provides comprehensive information on both paid and unpaid paternity leave, covering a wide temporal and spatial range, as shown in Table 1 below. The dataset records paternity leave provisions as they applied to each present-day country, both before and after independence. For countries that were formerly part of larger political entities (e.g. French territories and associated territories under the Ministry of Overseas France, or constituent republics of composite states such as Yugoslavia), the dataset includes legal provisions in force during the period of dependency or union, as well as those adopted after the establishment of full independence. Consequently, a country's record may include legislation enacted by its predecessor administration, such as colonial codes or federal laws.

**Table 1.** Temporal and spatial coverage of the Global Dataset on Paternity Leave

Country Name	Country Code	Length of the time series after adoption <sup>2</sup>	Year of independence (if applicable)	Related Entity (data time series)
Afghanistan	700	2007-2021	1919	
Albania	339	2015-2021	1914	
Algeria	615	1946-1962, 1990-2021	1962	France (1946-1962)
Angola	540	2015-2021	1975	
Argentina	160	1974-2021	1841	
Armenia	371	2004-2021	1991	
Australia	900	2013-2021	1901	
Austria	305	2017-2021		
Azerbaijan	373	1999-2021	1991	

---

1 In 1946, France introduced the first (known) paternity leave worldwide.

2 Recorded dates correspond to the entry into force of the relevant statutory provision.

Country Name	Country Code	Length of the time series after adoption <sup>2</sup>	Year of independence (if applicable)	Related Entity (data time series)
Bahrain	692	1993-2021	1971	
Belarus	370	2019-2021	1991	
Belgium	211	1961-2021		
Benin	434	1952-1958, 1967-2021	1960	French territory (1952-1958)
Bhutan	760	2012-2021	1971	
Bolivia	145	2012-2021	1848	
Brazil	140	1967-2021	1822	
Bulgaria	355	2009-2021	1908	
Burkina Faso	439	1952-1958, 1974-2021	1960	French territory (1952-1958)
Burundi	516	1971-2021	1962	
Cambodia	811	1992-2021	1953	
Cameroon	471	1952-1960, 1967-2021	1960	French territory (1952-1960)
Canada	20	1990-2021		
Cape Verde	402	2007-2021	1975	
Central African Republic	482	1952-1958, 1961-2021	1958	French territory (1952-1958)
Chad	483	1952-1958, 1966-2021	1958	French territory (1952-1958)
Chile	155	1994-2021	1839	
Colombia	100	2002-2021	1831	
Comoros	581	1952-1975, 1984-2021	1975	French territory (1952-1975)
Congo	484	1952-1958, 1975-2021	1958	French territory (1952-1958)
Cyprus	352	2017-2021	1960	
Czech Republic	316	2018-2021	1993	
Democratic Republic of the Congo	490	1967-2021	1960	
Denmark	390	1984-2021		
Djibouti	522	1952-2021	1977	French territory (1952-1977)
Dominican Republic	42	1992-2021		
East Timor	860	2012-2021	2002	
Ecuador	130	2009-2021	1854	
Egypt	651	1981-2021	1922	
El Salvador	92	2013-2021	1875	
Equatorial Guinea	411	2012-2021	1968	
Estonia	366	2001-2021	1992	
Ethiopia	530	1993-2021	1941	
Fiji	950	2019-2021	1970	
Finland	375	1990-2021		
France	220	1946-2021		
Gabon	481	1952-1958, 1978-2021	1958	French territory (1952-1958)
Gambia	420	2010-2021	1965	
Greece	350	2000-2021		

Country Name	Country Code	Length of the time series after adoption <sup>2</sup>	Year of independence (if applicable)	Related Entity (data time series)
Guatemala	90	1961-2021	1868	
Guinea	438	1952-1958	1958	French territory (1952-1958)
Hungary	310	2002-2021		
Indonesia	850	2003-2021	1949	
Iran	630	2013-2021	1855	
Ireland	205	2016-2021	1922	
Israel	666	2017-2021	1948	
Italy	325	2013-2021		
Ivory Coast	437	1952-1958, 1977-2021	1960	French territory (1952-1958)
Jordan	663	2018-2021	1946	
Kazakhstan	705	2007-2021		
Kenya	501	2007-2021	1963	
Kosovo	347	2001-2007, 2010-2021	2008	Serbia and Montenegro (1992-2006), Serbia (2006-2008)
Kyrgyzstan	703	2004-2021	1991	
Laos	812	1952-1953, 2013-2021	1953	French territory (1952-1953)
Latvia	367	2002-2021	1991	
Liberia	450	2015-2021	1862	
Lithuania	368	2006-2021	1991	
Luxembourg	212	1962-2021		
(North) Macedonia	343	2012-2021	1993	
Madagascar	580	1952-1958, 1975-2021	1960	French territory (1952-1958)
Malawi	553	2021		
Malaysia	820	2002-2021	1957	
Mali	432	1952-1958, 1992-2021	1960	French territory (1952-1958)
Mauritania	435	1952-1958, 1963-2021	1960	French territory (1952-1958)
Mauritius	590	2008-2021	1968	
Mexico	70	2012-2021		
Moldova	359	2016-2021	1991	
Montenegro	341	2001-2006	2006	Serbia and Montenegro (1992-2006)
Morocco	600	1952-1956, 1963-2021	1956	French territory (1952-1956)
Mozambique	541	2007-2021	1975	
Myanmar	775	2012-2021	1948	
Nepal	790	1994-2021		
Netherlands	210	1994-2021		
New Zealand	920	1987-2021		
Nicaragua	93	2014-2021	1900	
Niger	436	1952-1958, 1972-2021	1960	French territory (1952-1958)
Norway	385	2005-2021		

Country Name	Country Code	Length of the time series after adoption <sup>2</sup>	Year of independence (if applicable)	Related Entity (data time series)
Panama	95	2017-2021	1903	
Paraguay	150	1993-2021		
Peru	135	2010-2021		
Philippines	840	1996-2021	1946	
Poland	290	2010-2021	1918	
Portugal	235	1995-2008		
Romania	360	1992-2021		
Russia	365	2002-2021		
Rwanda	517	2002-2021	1962	
Saudi Arabia	670	1969-2021		
Senegal	433	1952-1958, 1982-2021	1960	French territory (1952-1958)
Serbia	342	2001-2021		Serbia and Montenegro (1992-2006)
Singapore	830	2013-2021	1965	
Slovenia	349	2003-2021	1992	
South Africa	560	1997-2021	1910	
South Korea	732	2008-2021	1949	
South Sudan	626	2018-2021	2011	
Spain	230	1980-2021		
Suriname	115	2019-2021	1954	
Sweden	380	1980-2021		
Switzerland	225	2021		
Taiwan	713	2002-2021	1949	
Tajikistan	702	1997-2021	1991	
Tanzania	510	2004-2021	1961	
Thailand	800	2012-2021		
Togo	461	1952-1960, 1978-2021	1960	French territory (1952-1960)
Tunisia	616	1952-1956, 1966-2021	1956	French territory (1952-1956)
Turkey	640	2015-2021		
Uganda	500	2006-2021	1962	
Ukraine	369	1997-2021	1991	
United Arab Emirates	696	2020-2021	1971	
United Kingdom	200	2003-2021		
Uruguay	165	2008-2021		
Venezuela	101	2007-2021		
Vietnam	816	1952-1954, 1994-2021	1954	French territory (1952-1954)
Zambia	551	2019-2021	1964	

The overview in Table 1 includes only countries for which the existence of paternity leave provisions could be confirmed by the authors and which form the core country list of the dataset. Forty-five countries are excluded from this table either because no reliable information could be obtained or because no paternity leave policy existed up to 2021. For some of these omitted countries, supplementary infor-

mation — including cases where paternity leave was introduced after 2021 — is provided in Appendix II. Appendix III presents a few additional cases for which some information on paternity leave is available but which fall outside the WeSIS inclusion frame (for example, due to a population size below 500,000) and are therefore not part of the systematic coverage.

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## 1.2 Definition of paternity leave

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In this dataset, paternity leave is defined as a public paid or unpaid parenting leave program available to fathers (and to mothers in same-sex couples) during the period before and after childbirth (or adoption of a child), serving as social protection to guarantee income and/or time-off during this period. It encompasses not only statutory entitlements formally labelled as ‘paternity leave’, but also other birth-related leave schemes that may appear in legislation under headings such as ‘special/exceptional leave’, ‘family leave’, ‘partner leave’ or equivalent designations. While the dataset primarily focuses on entitlements for private-sector employees, it also includes Thailand and Malaysia where analogous paternity-type leave was available during the data-collection period solely to public-sector employees.

The dataset does not cover father-specific entitlements within parental leave schemes or entitlements under maternity leave provisions that may be accessible to fathers under specific conditions (such as the mother’s consent, incapacity, or death). Please refer to the Global Dataset on Parental Leave (GDParL) and the Historical Dataset on Maternity Leave (HDML) for a more comprehensive overview of these paid parenting leave systems.

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## 1.3 Cases of multiple parallel paternity leave programs

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Since the GDPatL uses country-years as its unit of analysis, each country has only one entry per year. However, in practice, some countries operate multiple paternity-leave schemes, often with distinct entitlements for private- and public-sector employees. These parallel programs may differ in key design elements — for example, the length of leave, level of payment, eligibility rules, or financing source (for instance, in Argentina, Malta and Turkey). In cases where multiple parallel paternity leave programs exist, the GDPatL codes the elements of the major program that covers the private sector employees.

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## 1.4 Treatment of missing values

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As part of the WeSIS, the GDPatL seeks to provide comprehensive and systematic information on the existence, design, and implementation of paternity leave policies worldwide. Despite this ambition, data collection inevitably encountered instances where complete information could not be obtained. To maintain transparency and analytical clarity, the dataset employs a standardized system for coding missing values. These codes are used consistently across all variables and country-year observations:

- » **-999 = No information available:** This code is used when data are unavailable or could not be found.
- » **-888 = Policy does not exist:** This code indicates that data collection was intentionally not pursued because it is known that no relevant policy exists for the country-year in question, or that the policy had been formally discontinued.
- » **-777 = Not applicable:** This code is applied when a variable is conceptually irrelevant to a given policy/context, or it was not collected because it was not relevant for a specific country or paternity leave system.

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## 2. VARIABLES

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The GDPatL captures key policy design components of paternity leave programs through a harmonised set of variables. These include indicators of the type of entitlement (paid, unpaid, or a mix of the two), the generosity of benefits (wage-replacement levels and the presence of any benefit ceilings), and detailed measures of leave duration, distinguishing between paid, unpaid, and total statutory entitlement. Further variables describe the financing arrangements underlying the provision of benefits, as well as eligibility criteria, including whether coverage extends to self-employed workers, same-sex partners, and adoptive parents. Together, these variables enable systematic comparison of the scope, inclusiveness and material value of paternity leave across countries and over time (see overview in Table 2).

### *Type of paternity leave (fam\_pat\_leave\_type)*

- » The GDPatL differentiates paternity leave programs by their type of entitlement: fully unpaid, fully paid, or a mixed arrangement combining both paid and unpaid segments. In most countries, paternity leave systems were introduced as paid and have remained so. However, there are exceptions: in some countries, leave was introduced as unpaid and has remained unpaid (e.g., Azerbaijan, Belarus, Kazakhstan, Norway, Russia or Tajikistan); in others, it was initially unpaid but later converted into paid leave (e.g., Armenia, Ethiopia, South Korea or Ukraine); and in Estonia, paternity leave program was temporarily transformed from paid to unpaid. Mixed-type arrangements, combining both paid and unpaid periods, have occurred in a limited number of countries (Israel, Kosovo, the Netherlands, Slovenia, South Korea).

### *Amount of paternity leave benefit (in original units) (fam\_pat\_leave\_amount)*

- » This variable provides detailed information about the amount of paid paternity leave benefit, preserving the original coding from national legislation texts as much as possible. Most entries are coded as “[digit] % of earnings”. However, some cases are coded as flat rates (e.g. Ireland), or minimum wages (Australia).

### *Paternity leave benefit (maximum) ceiling (fam\_pat\_leave\_amount\_ceiling)*

- » This variable indicates whether paid paternity benefits are capped at a maximum ceiling, as is often the case in insurance-financed systems. This information is important for analyzing the incentive structure embedded in paternity leave policies and for understanding how benefit ceilings may affect fathers’ take-up of paternity leave. In the dataset, unpaid paternity leave systems are coded as -777, indicating that a paternity-leave entitlement exists but the ceiling variable is not applicable. The same coding is used when benefits are paid at a flat rate (for instance, in Austria or Ireland).

### *Duration of paid paternity leave (in original units) (fam\_pat\_leave\_dur\_paid)*

- » This indicator captures the total duration of the paid (portion of) paternity leave, expressed either in days or weeks. This variable preserves the original coding from national legislation texts as much as possible. In some cases (e.g. in Brazil and Romania), the duration is specified as a range. If the duration of leave varies depending on factors such as beneficiaries’ contribution periods or the occupational group, we code the duration as a range in the format “[digit] – [digit] duration” (e.g., 5 – 20 days). In these cases, the country-specific information provided in Appendix offers additional details on the conditions that account for variation in benefit duration.

### *Duration of unpaid paternity leave (in original units) (fam\_pat\_leave\_dur\_unpaid)*

- » This indicator captures the total duration of the unpaid (portion of) paternity leave, expressed either in days or in weeks. As with the paid component, this variable preserves

the original coding from national legislation texts as closely as possible.

*Total duration of paternity leave (in original units) (fam\_pat\_leave\_dur\_total)*

- » This indicator captures the total duration of the (paid and/or unpaid) paternity leave, expressed either in days or weeks. This variable preserves the original coding from national legislation texts as closely as possible.

*Financing of paternity leave (fam\_pat\_leave\_finance)*

- » This variable indicates the financial arrangement under which paid paternity leave is provided, such as an insurance-based system, general taxation, or employer liability. Some countries finance paid paternity leave through two different systems; in such cases, both systems are recorded using a “+” separator (e.g. insurance + employer liability). In the dataset, unpaid paternity leave systems are coded as -777, indicating that a paternity leave entitlement exists but that financing is not applicable.

*Paternity leave eligibility criteria: self-employment (fam\_pat\_leave\_elig\_selfemployed)*

- » This variable indicates whether self-employed workers are entitled to paternity leave.

*Paternity leave eligibility criteria: same-sex partner (fam\_pat\_leave\_elig\_samesex)*

- » This variable indicates whether same-sex partners are entitled to paternity leave. In countries where relevant provisions exist, it may also allow same-sex mothers to access paternity leave.

*Paternity leave eligibility criteria: adopted child (fam\_pat\_leave\_elig\_adoption)*

- » This variable indicates whether paternity leave entitlements extend to adoptive parents, reflecting whether fathers (or partners in same-sex couples) can access paternity leave not only at the birth of a child but also in cases of adoption.

Table 2. List of variables

Technical variable name	Variable definition	Coding	Value labels
fam_pat_leave_type	Type of paternity leave	String	paid, unpaid, mix
fam_pat_leave_amount	Amount of paternity benefit (in original units)	String	[digit] % of earnings
fam_pat_leave_amount_ceiling	Paternity leave benefit (maximum) ceiling	Binary	0=no, 1=yes
fam_pat_leave_dur_paid	Duration of paid paternity leave (in original units)	String	digit days/weeks
fam_pat_leave_dur_unpaid	Duration of unpaid paternity leave (in original units)	String	digit days/weeks
fam_pat_leave_dur_total	Total duration of paternity leave (in original units)	String	digit days/weeks
fam_pat_leave_finance	Financing of paternity leave	String	insurance, general taxation, employer-liability
fam_pat_leave_elig_selfemployed	Eligibility for self-employed individuals	Binary	0=no, 1=yes
fam_pat_leave_elig_samesex	Eligibility for same-sex partners	Binary	0=no, 1=yes
fam_pat_leave_elig_adoption	Eligibility for adoptive parents	Binary	0=no, 1=yes

### 3. COMMON SOURCES

Below is a list of common sources used to gather information across multiple countries. For country-specific sources, see *Appendix I: Country-specific information*, which provides more detailed information beyond the common sources listed here. Additionally, *Appendix II* presents supplementary information on some countries that did not introduce statutory paternity leave during the study period (1946-2021).

Council of Europe. Various years. *Mutual Information System on Social Protection of the Council of Europe (MISSCEO)*. Strasbourg: Office for Official Publications of the European Communities.

Feldman, K., & Gran, B. K. (2016). Is what's best for dads best for families: Paternity leave policies and equity across forty-four nations. *J. Soc. & Soc. Welfare*, 43, 95.

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- Thévenon, O., Adema, W. & Clarke, C. (2016). *Backgrounder on Fathers' Leave and its Use*, 2016, OECD.
- UN Women. (2023). *Knowledge, attitudes and practices of institutional actors on paternity leave and the role of men in child-care in the Middle East and North Africa Region*.
- UNFPA EECARO. (2023). *The state of gender-responsive family policies in the Eastern Europe and Central Asia Region*. [https://eeca.unfpa.org/sites/default/files/pub-pdf/2023-06-09\\_grpf\\_report\\_a4\\_v5.pdf](https://eeca.unfpa.org/sites/default/files/pub-pdf/2023-06-09_grpf_report_a4_v5.pdf)
- Van Belle, J. (2016). *Paternity and Parental Leave Policies across the European Union*, RAND Corporation, Santa Monica and Cambridge.
- Woods, D. R., & Frankenberger, R. (2018). Family policy patterns in autocratic countries. In *Handbook of Family Policy* (pp. 289-306). Edward Elgar Publishing.
- World Economic Forum. *The Global Gender Gap Report*. Various Years. <https://www.weforum.org/publications/series/global-gender-gap-report/>

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## APPENDIX I: COUNTRY-SPECIFIC INFORMATION FOR THE CORE COUNTRY LIST

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The country notes presented in this appendix are not standardized and do not aim to provide exhaustive information on the legislation or historical development of paternity leave policies in the countries covered. Rather, they are intended to offer policy-related clarifications and selected contextual details, such as references to key legislative sources or noteworthy policy features that researchers may find useful for further investigation and analysis.

### Africa

#### Algeria

Country code 615

Between 1946 and its independence in 1962, Algeria was legally part of metropolitan France and therefore subject to French labour legislation. Accordingly, paternity or birth-related leave provisions in Algeria during this period followed those in force in France. Paternity or birth-related leave for fathers was first introduced in France by the Law of 18 May 1946, which established a three-day “birth leave” (*congé de naissance*). This leave was granted to “family heads” to enable them to assist the mother before and after childbirth and to complete birth-related administrative formalities. These provisions thus applied equally in Algeria until independence in 1962.

Under the General Labour Act (Act No. 6, dated 24 August 1981, with errata 29 January 1982), employees were entitled to three days of paid leave for the birth of their child, in addition to other specific family events such as the worker’s marriage, the marriage of a descendant, the death of a parent, child, sibling, or spouse, and circumcision of a child. To qualify, the employee had to justify and notify the employer before taking the leave. This leave was granted without loss of remuneration and was distinct from other absences covered by Social Security legislation.

*Legislation:* Loi du 18 mai 1946 (France), General Labour Act, Act No. 6, 24 August 1981 (Diario da República, No. 199, 24 August 1981; errata: *ibid.*, No. 24, 29 January 1982) [LS 1981-Ang.I], Loi No.90-11 du 21 avril 1990, Art. 54, Loi No. 9-11, Art. 54

#### Angola

Country code 540

Since 2015, under the Labour Law, employees have been entitled to *justified* absences for certain family events (Article 145). Specifically, fathers may take one day of leave on the occasion of the birth of a child. Other justifiable absences include events such as the employee’s marriage (up to eight consecutive days).

*Legislation:* General Labour Law, Art. 145(1)(b) and 145(2)

#### Benin

Country code 434

As part of a French territory, Benin was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

From 1967 to 1984, under the *Ordonnance n°33 P.R./M.F.P.T.T. du 28 septembre 1967 (Code du Travail du Dahomey/Bénin)*, male employees—except those who were permanent employees in public administration—were entitled to up to ten days of leave for “family events concerning the worker’s own home” (Art. 112). From 1985 onwards, three days of paternity leave were explicitly provided in the *Convention Collective Générale du Travail (1985)*. For instance, under Article 54 of the Labour Code (2005), employees are entitled to special leave for family events, which is counted as part of annual leave. For fathers, this includes three days of leave for the birth of a child in the household. Other family-event leave entitlements include three days for the death of a spouse, father, mother, or child; two days for the death of a brother, sister, father-in-law, or mother-in-law; and one to three days for the marriage of the worker or close relatives. Employees must inform their employer in advance, and the leave is paid and does not reduce annual leave entitlement.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298, 15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Ordinance No.33 PR/MFPTT to promulgate a Labour Code, dated 28 September 1967, Loi No.98-004 du 27 Janvier 1998, Code du Travail, Convention Collective Générale du Travail du 3 décembre 2005, Art. 54

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As part of a French territory, Burkina Faso was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Since 1974, under Article 60 of the Interprofessional Collective Agreement (*Convention Collective Interprofessionnelle*, 9 July 1974), employees with at least six months of service have been entitled to exceptional leave for family events. This leave is paid, not deducted from statutory leave, and may last up to 20 days per year. For fathers, this includes three days for the birth of a child. Other entitlements include two days for the worker’s marriage, two days for the death of a spouse or direct descendant, two days for the marriage of a child, brother, or sister, and two days for the death of a direct ascendant, brother, sister, or parent-in-law. Leave must generally be approved in writing by the employer, except in cases of force majeure.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Convention Collective Interprofessionnelle de 1974, Art. 6, Decree No. 92-379/PRES promulgating Act No. 11/92/ADP concerning the Labour Code, dated 22 December 1992 (Journal Officiel, No. 3, 7 January 1993) – Art. 91.

Although the 1993 *Décret-Loi* n° 1/037 is often cited as the origin of Burundi’s statutory paternity leave, the key historical provisions date back to 1971. Before 1993, labour relations were governed by earlier codes and ordinances (colonial and early post-independence legislation) and by sectoral collective agreements. Paid special leaves for family events, including births, were largely provided through collective bargaining. The 1971 Labour Code explicitly recognized paternity leave, including for adopted children, specifying four paid days, and remained in effect in practice for decades because the 1993 Labour Code referred to a ministerial ordinance establishing concrete durations and rules that was never adopted. Consequently, the 1971 provisions effectively remained the operative legal standard until they were finally replaced by the 2024 ministerial ordinance. Men working in private and public enterprises and agricultural establishments, except those in the public service, army, magistrature, and police, were thus entitled to a maximum of 15 days per year of paid leave for special family circumstances, with the 1971 collective agreement specifying four days for the birth of a child.

*Legislation:* Ordonnance Ministérielle No. 110/172 du 18 Novembre 1971, Art. 2

As part of a French territory, Cameroon was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

The following evolution of paternity-type leave can be traced through successive Labour Codes and sectoral practices. The first national Labour Code, Law No. 67/LF/6 of 12 June 1967, formally recognized “special paid leave” (*permissions exceptionnelles d’absence*) for family or social events, though it did not specify the number of days; instead, it delegated this to ministerial decrees or collective agreements. Many early sectoral agreements in the 1960s and 1970s began allocating one to five days of paid leave for family events such as the birth of a child, effectively establishing an early form of paternity leave. The 1974 Labour Code (Law No. 74/14 of 27 November 1974) consolidated and extended the 1967 provisions, reaffirming that special paid leave for family events was separate from annual leave. While the Code still did not fix exact day counts, ministerial decrees and collective agreements commonly granted three days for the birth of a worker’s wife, making such leave a standard practice by the mid-1970s. The 1992 Labour Code (Law No. 92/007 of 14 August 1992), which remains in force today, repealed the 1974 Code and codified the entitlement more generally in Article 89(4), establishing that men employed in the public or private sector, including apprentices but excluding men under civil service staff regulations, are entitled to up to ten days per year of paid leave for family events directly concerning their own home. Sectoral collective agreements continue to specify the number of days for each event within this national legal ceiling.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Bargaining agreement 1977, Act No. 92/007 to promulgate the Labour Code, dated 14 August 1992 (Official Gazette, 1992)[DDS1992-CMR 1] – Art. 89(4), Convention Collective Nationale du Commerce 2017, Art. 64

Under Article 186 of the labour legislation introduced in 2007, employees became entitled to *justified* absences for certain family-related events. In particular, fathers were granted up to two consecutive days of leave on the occasion of the birth of their child. Building on this earlier provision, the Labour Code was further revised in 2023 through amendments adopted by Parliament under Law No. 32/X/2023 of 4 August 2023. The reform introduced a mandatory paternity leave of ten working days with pay, thereby strengthening fathers' rights and promoting shared parental responsibilities. The amendments also extended maternity leave to ninety days and formally established the paternity leave entitlement within the Code. According to the Social Security Institute (INPS/NOSI), these new provisions have been in effect since 5 August 2023.

*Legislation:* Legislative-Decree No. 5 of 2007, Arts. 186(2)(j) and 189

As part of a French territory, Central African Republic was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the *Labour Code* (Act No. 61/221, 2 June 1961; *Journal Officiel, Extraordinary, August 1961*) [§ 128], men who work for others—whether an individual or a public or private corporation—except civil servants, have been entitled to up to ten days of paid leave per year for "family events concerning their own home".

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 61/221 to promulgate the Labour Code, dated 2 June 1961 (*Journal Officiel, Extraordinary, August 1961*) – Art. 128.

As part of a French territory, Chad was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under Act No. 7/66 establishing the Labour and Social Welfare Code (4 March 1966; *Journal Officiel*, No. 7, Extraordinary, 24 March 1966, p. 353; errata: No. 13, 15 June 1966, p. 526, Art. 184), men employed in the private sector—excluding civil servants—were entitled to up to ten days of paid leave per year for "family events concerning their own home." The legislation did not specify the portion of this entitlement allocated for the birth of a child. This earlier framework was later refined under the *Convention collective générale* of 12 December 2002 (Article 60: *Congés exceptionnels*), which provided a more detailed structure for exceptional leave related to family events. The convention established specific entitlements, including two days for the worker's own marriage, one day for the marriage of a child, brother, or sister, four days for the death of a spouse or direct descendant, and one day for the birth of the worker's child. These leaves are paid, provided they are properly documented and reported within the prescribed timeframes, and do not reduce the employee's regular annual leave.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 7/66 to establish a Labour and Social Welfare Code, dated 4 March 1966. (*Journal Officiel*, No. 7, Extraordinary, 24 March 1966, p. 353; errata: *ibid.*, No. 13, 15 June 1966, p. 526) [LS 1966-Chad 1] – Art. 184, Covention Collective Générale 12 Décembre 2002, Art. 60

As part of a French territory, Comoros was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the *Labour Code* (Act No. 84-018/PR, 18 February 1984; *Journal Officiel, 1984*) [Art. 128], men working for an employer—except permanent civil servants—have been entitled to up to ten days of leave for "family events concerning the worker's own home".

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 84-018/PR to promulgate the Labour Code, dated 18 February 1984 (*Journal Officiel, 1984*) – Art. 128.

Congo

Country code 484

As part of a French territory, Congo was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the *Labour Code* (Act No. 45-75, 15 March 1975; *Journal Officiel*, 17 March 1975, Special issue, pp. 1–24) [Art. 119], men working for others for remuneration—whether an individual or a public or private corporation—except for those permanently employed in public administration, are entitled to up to ten days of paid leave per year for “family events concerning their own home”.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298, 15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Labour Code (Act No. 45-75, 15 March 1975; *Journal Officiel*, 17 March 1975, Special issue, pp. 1–24) – Art. 119.

Democratic Republic of Congo

Country code 490

Under the 1967 Labour Code, male employees (except those in the judiciary, police and armed forces, and state employees) are entitled to two days of paid leave upon the confinement of their wife [Art. 125(2)]

*Legislation:* Legislative Ordinance No 67/310 to establish a Labour Code, dated 9 August 1967 (*Moniteur Congolais*, No. 16, 15 August 1967), as amended up to Act No. 73/008, dated 5 January 1973 (*Journal Officiel*, No. 5, 1 March 1973) [LS 1967-Congo(Kin. 1); 1973-Zai.], Code du Travail, Art. 146

Djibouti

Country code 522

As part of a French territory, Djibouti was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298, 15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Code du Travail, Art. 100(f)

Egypt

Country code 651

Under Labour Law No. 137 of 1981, male employees in Egypt were entitled to three days of paid leave for certain family events. This provision was retained in the subsequent Labour Law No. 12 of 2003, which replaced the 1981 legislation and further detailed family-related leave entitlements. Specifically, the 2003 Labour Law granted two days of paid leave for the employee’s own marriage, three days of paid bereavement leave in the event of the death of a spouse, child, or parent, three days of paid leave for the birth of the employee’s child, and one day of paid leave for the death of a sibling. However, neither the 1981 nor the 2003 laws included a statutory provision for paternity leave, meaning that employers were not legally obliged to grant such leave, and any allowance was provided solely at their discretion.

A significant policy change occurred in 2025 with the introduction of a new law establishing statutory paternity leave. Under this reform, male employees are entitled to one day of paid leave on the day of their child’s birth. This entitlement may be used up to three times during the course of employment and does not count against the employee’s annual leave.

*Legislation:* Act No. 137 to promulgate a Labour Code, dated 6 August 1981 (*Al-Jarida al-Rasmiya*, No. 33, 13 August 1981), as amended up to Act No. 10, dated 22 April 1991 (*Al-Jarida al-Rasmiya*, No. 17, 27 April 1991) – Art. 44, Labour Law No. 12 of 2003

Equatorial Guinea

Country code 411

Paternity leave was increased from three to seven paid days in 2021.

*Legislation:* Ordenamiento General del Trabajo 2012, Art. 59, Ley General del Trabajo Núm. 4/2021, Art. 81.7

Ethiopia	Country code 530
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Under the *Labour Proclamation, Proclamation No. 42, 20 January 1993 (Negarit Gazeta, No. 27, 20 January 1993, pp. 268–328) [Art. 81(1)]*, men with an employment contract—except for self-employed individuals or public servants—are entitled to up to five consecutive days of leave without pay in the event of exceptional and serious family-related events.

Source: Alemayehu, M. T., Khaitina, V., Mykhalchenko, O., Schulz, K., & Woldeyesus, E. K. (2025). *The Road to Reforming Ethiopia’s Policies on Maternity and Paternity Leave*. World Bank.

Legislation: Labour Proclamation, Proclamation No. 42, dated 20 January 1993 (Negarit Gazeta, No. 27, 20 January 1993, pp. 268-328) [LLD 1993-ETH 1] – Art. 88(1), Labour Proclamation No. 1156/2019, Art. 81(2)

Gabon	Country code 481
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As part of a French territory, Gabon was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the Labour Code established by Act No. 5-78, which instituted a new Labour Code for the Gabonese Republic on 1 June 1978 (*Journal Officiel*, No. 25, Extraordinary, 28 November 1978, p. 1), as amended up to 30 April 1992 (*Journal Officiel*, 1992, [LS 1978-Gab.I]), men employed in both the public and private sectors—including apprentices and trainees but excluding permanent civil servants—were entitled to up to ten days of leave for “family events concerning the worker’s own home” (Art. 126). Subsequent legislative developments refined this framework by specifying a statutory paternity leave entitlement of three days, granted on the occasion of the birth of a child.

Since 2021, this entitlement has been explicitly defined in the Labour Law as *paternity leave*, formalizing its recognition in legal terminology, although the underlying policy and duration have remained unchanged.

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 5-78 to institute a new Labour Code for the Gabonese Republic, dated 1 June 1978 (*Journal Officiel*, No. 25, Extraordinary, 28 November 1978, p. 1), as amended up to 30 April 1992 (*Journal Officiel*, 1992) [LS 1978-Gab.I] – Art. 126, Art. 41.1, Code du Travail, Art. 54 (13)

Gambia	Country code 420
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Legislation: Women’s Act 2010, Sec. 20(2)

Guinea	Country code 438
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As part of a French territory, Guinea was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121

Ivory Coast	Country code 437
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As part of a French territory, Ivory Coast was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the *Labour Code (Act No. 64-290, 1 August 1964; Journal Officiel, No. 44, Extraordinary, 17 August 1964, p. 1059, as amended up to Act No. 75-496, 10 July 1975; Journal Officiel, No. 41, 21 August 1975, p. 1480) [§ 107]*, men who work for others—except permanently established public servants—were entitled to up to ten days of paid leave per year for “family events concerning their own home”.

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Loi no 64-290 du 1er août 1964 portant Code du travail – Art. 107, La Convention Interprofessionnelle Du 19 Juillet 1977, Art. 25, Code du Travail, Art. 25.12

Kenya	Country code 501
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2021 Labour law reform allows adoptive fathers to take one month of fully paid paternity leave, in contrast to fathers of non-adoptive children, who are entitled to 14 days.

Source: Ndimurwimo, L. A., & Gathongo, J. K. (2025). A Critical Thought on Paternity Leave for Working Fathers. *Journal of Law, Society and Development*, 21-pages.

Legislation: Employment Act, Art. 29(8)

Liberia	Country code 450
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Under the *Decent Work Act* (June 2015), fathers are entitled to five days of unpaid paternity leave upon the birth of their child. This leave must be taken within the first month following childbirth, except in cases of exceptional circumstances. However, paternity leave is not provided for under the *Civil Service Standing Orders* (CSSO), meaning that the entitlement applies only to employees covered by the *Decent Work Act*. As a result, the scope of the provision remains limited, particularly when compared to the more comprehensive regulations governing maternity leave.

In cases of polygamous marriage, the legislation imposes specific restrictions on eligibility. Paternity leave is granted only for the birth of children belonging to one designated wife, whom the father must identify to the employer in advance. No entitlement is provided for births involving other spouses.

Legislation: Decent Work Act (2015)

Madagascar	Country code 580
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As part of a French territory, Madagascar was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under Ordinance No. 75-013/DM promulgating the Labour Code, dated 17 May 1975 (*Journal Officiel*, No. 1059, Extraordinary, 5 June 1975, p. 1544) [LS 1975-Mad.1], men employed by others—excluding public servants and homeworkers—were entitled to up to ten days per year of paid leave for family events concerning their own household. This framework was reaffirmed in subsequent legislation, including Law No. 94-029 of 25 August 1995, which maintained the maximum entitlement of ten days of exceptional paid leave for family events. During this period, leave taken for a spouse’s childbirth was included within these *permissions exceptionnelles*.

Article 111 of the Labour Code further clarified that certain absences continued to count as periods of actual service for the accrual of annual leave. These included up to ten days per year of exceptional leave for family events, as well as absences by the mother—or, in some cases, the father—in situations where a child under seven years old, or one suffering from an illness requiring parental presence, was hospitalized and medically certified.

A more recent reform, enacted through the 2024 Labour Code (*Loi n° 2024-014*), expanded the total allowance for *permissions exceptionnelles* from ten to twelve working days per year.

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Ordinance No. 75-013/DM to promulgate a Labour Code, dated 17 May 1975 (*Journal Officiel*, No. 1059, Extraordinary, 5 June 1975, p. 1544) [LS 1975-Mad.1] – Art. 87, Labour Code (*Loi n° 2024-014*)

Malawi	Country code 553
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Paternity leave was introduced in 2021 through an amendment to the Employment Act (October 2021). The law provides two weeks of fully paid paternity leave, which is paid directly by the employer.

Legislation: Employment Act, Art. 47(A)

As part of a French territory, Mali was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the 1992 Labour Code, men who work for others (except public servants, magistrates and members of the armed forces) were entitled to up to ten days’ leave for “family events concerning their own home”. And the Art. 33 of the Malian Social Security Code states that upon the birth of the child, every employed head of household is entitled to three days of leave (within the limits set by article L147 of the Labour Code). As for the remuneration for these days, it shall be equal to the wages and allowances that the person concerned would have received for an equivalent period of work at the same time. It shall be paid by the Institute to the employer as reimbursement for the amounts paid to the employee on the pay day immediately following the end of the leave. This means that it is the employer who pays first, but will be reimbursed by the INPS.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 92-020 to promulgate a Labour Code, dated 23 September 1992 (Journal Officiel, Vol. 34, No. 8, Special issue, 30 November 1992, pp. 2-32) - Arts. 146 and 147; Code de Prévoyance Sociale (, Arts. 36-38

As part of a French territory, Mauretania was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Paternity-related leave has historically been regulated through general provisions for family events rather than specific paternity leave. Under the Labour Code—originally established through Act No. 63-023 of 23 January 1963, and amended up to Act No. 93-038 of 20 July 1993—male employees in the public or private sectors (excluding permanent civil servants) were entitled to up to ten days per year of leave for family events (Art. 23).

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Act No. 63-023 to establish a Labour Code, dated 23 January 1963 (Journal Officiel, No. 106, 20 February 1963, p. 53; errata: *ibid.*, No. 112, 15 May 1963, p. 143), as amended up to Act No. 93-038, dated 20 July 1993 (Journal Officiel, No. 811, 30 July 1993, pp. 436-437) [LS 1963-Mau.I] – Art. 23, Convention Collective du Travail, Art. 56

*Legislation:* Employment Rights Act, Sec. 31, Workers’ Rights Act 2019, Art. 53(1)

As part of a French territory, Morocco was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section “Des congés”) of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Paternity leave in the public sector was increased to 15 days in 2022. For insured workers, the National Social Security Fund reimburses the employer up to a specified ceiling.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Dahir from 25 kaāda 1365 (22 October 1946) changed by Dahir n.1.61.005, 18 January 1963, on paternity leave, Code du Travail, Arts. 269 et 270

*Source:* Lyakurwa, L. E.; Jun, M.; Chung, M. K.. A comparative study on legal frameworks of work and family reconciliation in Mozambique and Tanzania. *Journal of Contemporary African Studies*, 2019, 37:2-3: 225-240.

*Legislation:* Law No. 23/2007, Art. 12(5)

Niger

Country code 436

As part of a French territory, Niger was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Since 1972, workers with at least six months of service have been entitled to exceptional paid leave (*congé exceptionnel*) for family events under Article 60. This leave is not deducted from annual leave, may not exceed ten working days per year, and is fully paid. For the birth of a child, the entitlement is one working day. Other covered events include marriages, deaths, baptisms, and moving residence, each with specific durations. Leave must generally be authorized in advance and justified with civil status documents or official certificates, except in cases of *force majeure*.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Convention Collective Interprofessionnelle du 15 décembre 1972, Art. 60

Rwanda

Country code 517

Under Presidential Decree No. 69/03/2, dated 19 March 1974 (Journal Officiel, No. 8, 15 April 1974, p. 280), male civil servants were entitled to four days of leave for their wife's confinement [Art. 23]. This early entitlement applied only to central government employees and preceded the introduction of paternity leave rights in the private sector, which were enacted in 2003.

*Legislation:* Presidential Decree No. 69/03/2 respecting central administration civil servants regulations, dated 19 March 1974 (Journal Officiel, No. 8,15 April 1974, p. 280), Ministerial Decree 12/19, from 14/03/2003 on circumstantial leave, Art. 1, Ministerial Order No. 3 of 13/7/2010, Art. 2, Law N° 027/2023 of 18/05/2023 amending the law N° 66/2018 of 30/08/2018 regulating labour in Rwanda, Art.5; Ministerial Order n° 02/MIFOTRA/23 of 01/08/2023, Art.58

Senegal

Country code 433

As part of a French territory, Senegal was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Since 1982, the labour law provides special leave of absence for family events. Within a maximum of 15 days per year for all types of leave, fathers have been entitled to 1 day of paid leave for the birth of a child, subject to prior written authorization from the employer.

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Convention Collective Nationale Interprofessionnelle 1982, Art. 18, Convention Collective Nationale Interprofessionnelle du 30 Décembre 2019, Art. 27

South Africa

Country code 560

Sources: Ndimurwimo, L. A., & Gathongo, J. K. (2025). A Critical Thought on Paternity Leave for Working Fathers. *Journal of Law, Society and Development*.

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*Legislation:* Basic Conditions of Employment Act of 1997, Art. 27, Labour Laws Amendment Act, No.10 of 2018, Basic Conditions of Employment Act, Sec. 25A

South Sudan

Country code 626

*Legislation:* Labour Act 2017, Sec. 65

Tanzania Country code 510

Sources: Lyakurwa, L. E., Jun, M., & Chung, M. K. (2019). A comparative study on legal frameworks of work and family reconciliation in Mozambique and Tanzania. *Journal of Contemporary African Studies*, 37(2-3), 225-240.

Ndimurwimo, L. A., & Gathongo, J. K. (2025). A Critical Thought on Paternity Leave for Working Fathers. *Journal of Law, Society and Development*.

Legislation: Employment and Labour Relations Act, Sec. 34

Togo Country code 461

As part of a French territory, Togo was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under Ordinance No. 16 to promulgate a Labour Code, dated 8 May 1974 (*Journal Officiel*, Extraordinary, 10 May 1974), male employees (excluding civil servants) were entitled to up to ten days of paid leave for "family events directly related to the home" (Art. 117. The Convention Collective Interprofessionnelle du Togo (1978) further specified the number of days for such leave (as 2 days).

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Ordinance No. 16 to promulgate a Labour Code, dated 8 May 1974 (*Journal Officiel*, Extraordinary, 10 May 1974) – Art. 117, Convention collective interprofessionnelle du 1<sup>er</sup> mai 1978, Art. 41, Convention Collective Interprofessionnelle du 20 décembre 2011, Art. 45

Tunisia Country code 616

As part of a French territory, Tunisia was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Since 1971, fathers have been entitled to 1 day of paid leave for the birth of a child, based on agreement between the employee and the employer. This provision is part of the Labour Law but is not formally defined as exceptional leave nor as statutory paternity leave.

Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (*Journal Officiel*, No. 298,15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Code du Travail, Art. 122

Uganda Country code 500

Legislation: Employment Act, Sec. 57

Zambia Country code 551

Under the Employment Code Act (2019), male employees are entitled to 5 working days of paternity leave. The Act does not specify whether the leave is paid, so payment is subject to agreement with the employer.

Legislation: Employment Code Act (2019)

## Americas and the Caribbean

Argentina

Country code 160

Under the 1974 Employment Contracts Act, fathers (excluding civil servants, domestic workers and agricultural workers) were entitled to two paid consecutive days on the birth of a child (Art. 158).

Source: Arza, C. (2025). Innovations in Family Policies During the 2000s: Family Allowances and Childbirth Leave in Argentina, Chile, and Uruguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 225-249). Cham: Springer Nature Switzerland.

Legislation: Act No. 20,744 to approve the rules governing contracts of employment, dated 11 September 1974 (Boletín Oficial, No. 23,005, 27 September 1974, p. 2), as amended up to Act No. 24,013, dated 5 December 1991 (Boletín Oficial, No. 27,286, 17 December 1991, pp. 4-10) [LS 1974-Arg.2; 1976-Arg. 1 ; LLD 1991-ARG 1].

Bolivia

Country code 145

Paternity leave was established in 2012 by decree of President Evo Morales (MAS party). Fathers were entitled to 3 days of leave with 100% salary compensation in both the public and private sectors. The legislation was intended to support the “parental responsibility” of fathers to help care for their spouse directly following childbirth.

Sources: Hawley, M., & Carnes, M. E. (2021). Explaining new patterns in family leave policies in Latin America: Competing visions and facilitating institutions. *Latin American Politics and Society*, 63(2), 100-121.

Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Moreno-Parra, L. V., Verde-Diego, C., & González-Rodríguez, R. (2025). Family Social Policies in Ecuador, Bolivia, and Paraguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 313-345). Cham: Springer Nature Switzerland.

Legislation: Decreto supremo no. 1212 (2012)

Brazil

Country code 140

The earliest formal entitlement appears in the Consolidation of Labour Laws (CLT), Article 473, item XXIX, which, through Decree-Law No. 229 of 28 February 1967, granted employees one business day of leave without loss of pay during the first week following the birth of a child. Under the Constitution of the Federative Republic of Brazil, dated 5 October 1988,, fathers were entitled to paternity leave of five days (Art. 7(19), and 5.10 transitory provisions).

In 2003, the Supreme Court rejected proposals that would have limited paternity leave to encourage male over female hiring, emphasizing constitutional protections against gender discrimination. Subsequent judicial interventions, such as the 2012 Supreme Labour Court ruling, extended maternity and paternity rights to workers on temporary contracts to promote social equity and reduce labour market disparities.

In the private sector, the statutory entitlement remained at five days until 2016, when Lei n. 13.257/2016 expanded paternity leave from five to a range of five to twenty days for companies participating in enhanced leave programs (Programa Empresa Cidadã). Complementary laws at the state level also supplemented these entitlements; for instance, Complementary Law No. 91 of 21 June 2007 in Pernambuco extended paternity leave for state public servants from five to fifteen consecutive days, applicable from the child’s birth or adoption up to eight years of age. Public sector adoptive fathers were granted paternity leave under Lei nº 4.840 of 27 May 2008, and in 2013 (implemented in 2014) fathers of adopted children became entitled to 120 days of paternity leave, while biological fathers retained the standard five-day entitlement.

Sources: Blofield, M., & Martínez Franzoni, J. (2015). Maternalism, co-responsibility, and social equity: A typology of work–family policies. *Social Politics: International Studies in Gender, State & Society*, 22(1), 38-59.

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Brazil (continued) Country code 140

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Legislation(s): Decree-Law No. 229 of 28 February 1967, Constitution of the Federal Republic of Brazil, Art. 7(XIX); Temporary Constitutional Provisions Act, Art. 10(II)(b)(1), Lei n. 13.257/2016

Canada Country code 20

The data presented here refer specifically to Québec. In Québec, prior to 2005 reform, fathers were entitled to five days of leave for the birth or adoption of a child, of which the first two were paid if the employee had 60 days of continuous employment; the leave must be taken within 15 days after the child's arrival. An employee who adopted the child of his consort could be absent from work for only two days, without pay (§81.1, *Québec Act respecting labour standards* 1990). In effect since January 1, 2006, the Québec Parental Insurance Plan provides for the payment of benefits to all eligible workers who take paternity leave.

It is important to note that historically, various paternity leave provisions have existed across other provinces. For example, New Brunswick legislated seven days of unpaid leave for birth or adoption, to be taken no earlier than 11 weeks before and no later than 18 weeks after the child's arrival (§44.02, *New Brunswick Employment Standards Act*, 17 June 1982, amended 28 February 1992). Saskatchewan provided six weeks of unpaid paternity leave, to be taken flexibly during the three months before or after the expected birth, with 12 months of continuous employment required (§29.1, *Saskatchewan Labour Standards Act*, 1978, amended 25 August 1989).

Chile Country code 155

Under the *Decree-Law No. 1 to consolidate, coordinate and systematize the Labour Code* (7 January 1994; *Diario Oficial*, No. 34,772, 24 January 1994, p. 4, Art. 66), all employed fathers were entitled to one day of paid leave within three days of the birth. *Ley N° 20.047* (of 2005) introduced five working days of paternity leave, which also applies to adoptive fathers.

Sources: Arza, C. (2025). Innovations in Family Policies During the 2000s: Family Allowances and Childbirth Leave in Argentina, Chile, and Uruguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 225-249). Cham: Springer Nature Switzerland.

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Legislation: *Decree-Law No. 1 to consolidate, coordinate and systematize the Labour Code* (7 January 1994; *Diario Oficial*, No. 34,772, 24 January 1994), *Ley no. 19620* (1999), *Ley no. 20.047* of 2005.

Colombia Country code 100

Early provisions (that could allow fathers to take time-off) trace back to Decree No. 2663 of 1950, as amended up to Law 50 of 1990, which allowed mothers to reduce their maternity leave and transfer one week to the father. The first formal provisions specifically for paternity leave were introduced with Law 755 of 2002, also known as María's Law, which granted fathers paid leave of four days if only the father contributed to the General Social Security Health System (EPS) and eight days if both parents were contributors. This law explicitly tied the leave to children "born" to the mother (through a birth certificate of the newborn child). Only later – with Law 1098 (the "Código de la Infancia y la Adolescencia") from 2006 – was it explicitly clarified that adoptive parents are entitled to "maternity leave ... including also the paternity leave" as under Law 755.

In 2009, the Constitutional Court ruled that the differential treatment based on health system contribution was unconstitutional, establishing that paternity leave should be universal. This was codified in Law 1468 of 2011, which introduced universal paternity leave of eight working days, paid at 100 percent of previous earnings, alongside an extension of maternity leave from 12 to 14 weeks (two pre-birth and twelve post-birth).

More recently, in July 2021, the baseline paternity leave was extended to two weeks, available also to the adoptive father, with the possibility of further extension up to five weeks depending on annual unemployment rate conditions. Paid paternity leave applies exclusively to the spouse or partner of the birthing parent and is officially granted through the Civil Birth Registry.

Colombia (continued) Country code 100

Source: Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Legislation: Decree No. 2663 to promulgate the Labour Code, dated 5 August 1950 (Diario Oficial, No. 27,407, 9 September 1950, p. 929), as amended up to Act No. 50, dated 28 December 1990 (Diario Oficial, No. 39,618, 1 January 1991 pp. 1-13) [LS 1950-Col.3;LLD 1990-COL1]. – Art. 236 (Law No. 50 of 1990), Ley Núm.755, Art. 1

Dominican Republic Country code 490

Article 54 of the Labor Code (Law 16-92) entitles private sector employees to two days of paternity leave. The Constitutional Court ruling in October 2023 annuls this provision, with deferred effect of two years, during which time the government must legislate a new paternity entitlement more consistent with the constitutional principles of equality and reasonableness. The paternity entitlement for public sector employees was increased to 15 working days in June 2022.

Legislation: Law No. 16-92 that dictated the Labour Code

Ecuador Country code 130

Paternity leave was introduced in 2009 for biological fathers at 10 days, when it is a natural birth; and in multiple births or C-section, the leave could be extended for five additional days. If the child was premature or needed special care, the leave could be extended for eight more days. If the child was born with a degenerative, terminal or irreversible disease, or with a degree of severe disability, the employer could grant a paid leave of absence of up to 25 days. The entitlement for natural births was increased to 15 days in 2023, and can be extended up to 25 days for a newborn child with special needs.

Since 2009, adoptive fathers were entitled to 15 days of absence leave. We didn't include the 15-day adoption leave as paternity leave because Ecuadorian law treated it as a completely separate category that applied only to adoption, not to childbirth. Although an adoptive father could use it, the legislation never classified it as "paternity leave," so counting it that way would have been legally inaccurate.

Sources: Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Moreno-Parra, L. V., Verde-Diego, C., & González-Rodríguez, R. (2025). Family Social Policies in Ecuador, Bolivia, and Paraguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 313-345). Cham: Springer Nature Switzerland.

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Legislation: Código de Trabajo, Art. 152/ Supplement to Official Gazette No. 528 of February 2009

El Salvador Country code 92

Source: Franzoni, J. M., Marzonetto, G., & Méndez, K. (2025). Family Policies in Central America: Navigating the Unstable Balance Between Explicit and De Facto Measures. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 347-377). Cham: Springer Nature Switzerland.

Legislation: Legislative Decree No. 332, dated March 14, 2013, published in the Official Gazette No. 71, Volume 399, of April 19 of the same year, Article 29

Guatemala Country code 90

Paternity leave is governed by Decree No. 1441, which promulgated the consolidated text of the Labour Code on 5 May 1961 (El Guatemalteco, No. 14, 16 June 1961, p. 145), as amended up to Decree No. 64-92, dated 10 November 1992 (Diario de Centro América, No. 23, 2 December 1992, pp. 521-523).

Source: Franzoni, J. M., Marzonetto, G., & Méndez, K. (2025). Family Policies in Central America: Navigating the Unstable Balance Between Explicit and De Facto Measures. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 347-377). Cham: Springer Nature Switzerland.

Legislation: Código del trabajo, Art 61

Mexico	Country code 70
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Mexico first introduced statutory paternity leave in 2012, providing five working days of fully paid leave for fathers in the formal economy, funded by employers. The reform was promoted as a way to support responsible fatherhood and gender equity, though initial proposals for 10 days were reduced during congressional approval. As the benefit applies only to formal employees, a large share of fathers—those in informal work—remain ineligible, raising equity concerns. Since 2019, proposals have been under discussion to extend paternity leave significantly (up to 45 days), but legislative adoption has remained uncertain.

Sources: Hawley, M., & Carnes, M. E. (2021). Explaining new patterns in family leave policies in Latin America: Competing visions and facilitating institutions. *Latin American Politics and Society*, 63(2), 100-121.

Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

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Legislation: Ley Federal del Trabajo Art. 132, XXVII Bis.

Nicaragua	Country code 93
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Family Code (Law No. 870) recognized the right to maternity and paternity leave upon the birth or adoption of a child in 2014. If the adopting parent is a single father, he has the right to the same provisions as the maternity leave (12 weeks).

Sources: Franzoni, J. M., Marzonetto, G., & Méndez, K. (2025). Family Policies in Central America: Navigating the Unstable Balance Between Explicit and De Facto Measures. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 347-377). Cham: Springer Nature Switzerland.

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Legislation: Law No. 870 (Family Code)

Panama	Country code 95
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Public and private sector workers are eligible.

Source: Franzoni, J. M., Marzonetto, G., & Méndez, K. (2025). Family Policies in Central America: Navigating the Unstable Balance Between Explicit and De Facto Measures. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 347-377). Cham: Springer Nature Switzerland.

Legislation: Law no. 27 of May 23, 2017; art. 1 and 3

Paraguay	Country code 150
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The Labour Code (Act No. 213, 29 October 1993, Gaceta Oficial, No. 105 bis, pp. 1–30) [DDS 1993-PRY 1] introduced birth leave for male employees, granting two paid days. The entitlement was increased to three days in 2007. The leave was formally recognized as paternity leave in 2015, extended to 2 weeks.

Sources: Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Moreno-Parra, L. V., Verde-Diego, C., & González-Rodríguez, R. (2025). Family Social Policies in Ecuador, Bolivia, and Paraguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 313-345). Cham: Springer Nature Switzerland.

Legislation: Act No. 213 to promulgate the Labour Code, dated 29 October 1993 (Gaceta Oficial, No. 105 bis, 29 October 1993, pp. 1-30) [DDS 1993-PRY 1] - Art. 62(j), Ley (no. 5508), Promoción, protección de la maternidad y apoyo a la lactancia materna, Art. 13

President Alan García introduced a statutory paternity leave for fathers in both the public and private sectors in 2010. The leave was limited in duration and aimed at recognizing fathers' roles in early childcare. Legislative initiatives, led by Congresswoman Ursula Letona and cosponsored by other representatives, between 2017 and 2018 extended paternity leave to 10 days. These reforms applied to both public and private sector workers and were enacted into law in 2018, strengthening fathers' statutory leave entitlements.

Sources: Hawley, M., & Carnes, M. E. (2021). Explaining new patterns in family leave policies in Latin America: Competing visions and facilitating institutions. *Latin American Politics and Society*, 63(2), 100-121.

Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Legislation: Ley Núm. 29409/2018, Art. 2; Ley Núm. 30807, Art. Único, Decreto Supremo 014-2010-TR, Arts. 3 y 4

Paternity leave in Suriname is regulated under the Family Employment Protection Act (Art. 4, 2019). Fathers are entitled — and required per Art. 4.2 — to take 8 days of paid leave, divided as follows:

- » 1 day on the birth day
- » 3 days immediately following delivery
- » 2 days immediately after the end of maternity leave
- » 2 days within the first 4 months after birth, taken in consultation with the employer

Additionally, a father or family member may take special leave when needed. Adoptive fathers are eligible for 5 days of paid leave, three days fewer than biological fathers.

A 2019 law introduced a transition to social insurance financing for maternity and paternity benefits, requiring implementation within three years of adoption of the Act. During this transition, the employer continued paying the benefit.

Source: ParlAmericas, *National frameworks*. Available at: [https://www.parlAmericas.org/uploads/documents/National\\_frameworks.pdf](https://www.parlAmericas.org/uploads/documents/National_frameworks.pdf)

Legislation: Family Employment Protection Act, Art. 4

Uruguay has a long social welfare tradition but historically maintained traditional gender norms in family policy. Before national reforms, fathers in the public sector were entitled to limited leave — three days for civil servants, upon presentation of a medical certificate, under Act No. 16,104 (1990). Under the law no. 18.345 (Art. 5) of 2008, private sector employees became eligible for 3 days of paid paternity leave.

Parenting leave policies gained national attention in 2009, when presidential candidate José Mujica endorsed the *Sistema Nacional de Cuidados* (National Care Plan), supported by feminist advocacy networks. This initiative culminated in the adoption of Law 19.161 (2013), under President Mujica, which entered into force in January 2014. The law extended maternity leave from twelve to fourteen weeks and introduced six days of paid paternity leave for employed fathers.

Subsequent reforms gradually expanded fathers' rights: in 2015, paternity leave was increased to ten days, and in 2016, an additional three days were added, reflecting a progressive shift toward greater paternal involvement in caregiving.

Sources: Arza, C. (2025). Innovations in Family Policies During the 2000s: Family Allowances and Childbirth Leave in Argentina, Chile, and Uruguay. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 225-249). Cham: Springer Nature Switzerland.

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Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Legislation: Ley Núm.18.345, Art. 5, Ley Núm. 19.161

In 2007, under President Hugo Chávez, the *Law for the Protection of Families, Maternity, and Paternity* established the right of new fathers to fourteen days of continuous paid paternity leave. The law emphasized equal parental responsibility, stating that fathers should enjoy “conditions equal to the mother in the responsibilities and obligations relating to the care and assistance” of the newborn child.

These provisions were further strengthened through the *Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras* (LOTTT) in 2013, which introduced additional protections for fathers and expanded parental leave more broadly. Specifically, the law provided job protection for fathers for up to two years following the birth of a child and increased maternity leave from eighteen to twenty-six weeks, reinforcing the framework of shared caregiving responsibilities.

Sources: Hawley, M., & Carnes, M. E. (2021). Explaining new patterns in family leave policies in Latin America: Competing visions and facilitating institutions. *Latin American Politics and Society*, 63(2), 100-121.

Marzonetto, G., & Franzoni, J. M. (2022). Leave policy across Latin America: a story of expansion, plateauing and the need for unconventional instruments. In *Research Handbook on Leave Policy* (pp. 293-309). Edward Elgar Publishing.

Legislation: Ley para la Protección de las Familias, la Maternidad, y la Paternidad, Art. 9, Ley Orgánica del Trabajo, los Trabajadores y las Trabajadoras, Art. 339

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## Asia and the Pacific

Afghanistan Country code 700

Since 2007, under the Labour Law, workers have been entitled to *urgent* leave with pay and other allowances (Article 51). Employees may take up to ten days of urgent leave per year. For absences up to three days, leave can be taken by sending notice, while longer periods require a written request and the employer's agreement. Among the events covered by urgent leave are the birth of a child, employee's marriage, or the death of close relatives, including parents, siblings, spouse, children, and certain extended family members.

*Legislation:* Labour Law, Art. 51

Armenia Country code 371

Unpaid paternity leave is available since 2004. Within one year after the birth of a child, the father may also receive unpaid leave of up to 2 months if his wife is on maternity leave or on leave to care for a child up to one year old.

*Legislation:* Labour Code 2004, Art. 176.1

Australia Country code 900

For births or adoptions after 1 January 2013, a father (or the mother's partner) may be entitled to up to two weeks' 'Dad and Partner Pay' paid at the rate of the national minimum wage.

*Source:* Baird, M., Hamilton, M., & Constantin, A. (2021). Gender equality and paid parental leave in Australia: A decade of giant leaps or baby steps?. *Journal of Industrial Relations*, 63(4), 546–567.

*Legislation:* Paid Parental Leave and Other Legislation Amendment (Dad and Partner Pay and Other Measures) Act 2012, Sec. 10

Azerbaijan Country code 373

*Legislation:* Labour Code of the Republic of Azerbaijan Republic (Adopted by the Law of Azerbaijan Republic of February 01, 1999, N 618-IG)

Bahrain Country code 692

Paternity leave provided as one day of leave with full pay upon the birth of a child. The employer may request documentation to establish eligibility.

*Legislation:* Labour Law for the Private Sector of 1976, Art. 87 (as amended by Law 14 of 1993), Labour Code, Art. 63(b)

Bhutan Country code 760

Legislation provides for paternity leave with pay for both full-time and part-time male employees. Under Article 58, a full-time male employee is entitled to a minimum of five working days of paternity leave with pay, calculated at the employee's normal rate of pay from the most recent pay period. Similarly, Article 59 establishes that a part-time male employee is entitled to five working days of paternity leave with pay, based on the average wage earned over the preceding three-month period.

*Legislation:* Regulations on Working Conditions 2012, Regulation: Leave, Ch. 6, Secs. 57 and 58

Cambodia Country code 811

Under the *Cambodia Labour Act of 1992* (Art. 165), male employees were entitled to a maximum of 10 days of leave for family events "related to own home", paid by the employer. The *Labour Law of 1997* reduced this entitlement to 7 days.

*Legislation:* Cambodia Labour Act 1992 – Art. 165, Labour Law 1997

East Timor Country code 860

Historically, since 2000, male civil servants were entitled to five days of paternity leave. Building on this framework, in 2021 the country introduced a social security scheme providing paternity benefits financed through social security contributions. These benefits are available to employees who have made at least six contributions in the preceding twelve months, while self-employed workers may participate voluntarily by opting into the scheme.

East Timor (continued)	Country code	860
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Private sector employees can use paternity leave since 2012. Art. 60 grants male workers the right to a five-day remunerated paternity leave after the birth of his child. The leave taken should neither affect the salary nor the duration of the length of the vacation period. Interestingly, the par. 3 stipulates that after the death of the spouse, male worker has a right to maternity leave (from that very moment or up to two weeks after delivery).

*Legislation:* Labour Code of 2012, Art. 60(1), Decree-Law No. 18/2017 of 24 of May (Approves the legal system of paternity leave under the contributory social security system)

Fiji	Country code	950
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In 2018, the Fijian parliament passed the Employment Relations (Budget Amendment) Act 2018 (Act No. 23 of 2018), amending the Employment Relations Act 2007 to for the first time grant paid paternity leave. Under the new law, fathers became entitled to five working days of paid paternity leave per birth (provided they have at least three months continuous service, are or will be a primary caregiver, and present a medical certificate with the expected birth date). Paternity leave could be taken up to three months before or three months after the child's birth, and pay was at "full normal pay" for the first three births, half pay for subsequent births.

However, the entitlements were later reduced under successive amendments in response to the COVID-19 pandemic. In May 2020, the Employment Relations (Amendment) Act 2020 cut paternity and family-care leave from five to two working days during the "COVID-19 period." From August 1, 2021, to March 31, 2022, the entitlement further decreased to 1 day of paternity leave. As of April 1, 2022, the entitlement to paternity leave has been shelved. As of late 2025, under the draft Employment Relations Bill 2025, the government has proposed to reinstate a limited form of family-care leave (three days for immediate family only) – but has omitted paternity leave entirely, meaning there is currently no statutory paid paternity leave entitlement in Fiji.

*Source:* United Nations (2025). *Sixth periodic report submitted by Fiji under article 18 of the Convention, due in 2023.* Available at: <https://documents.un.org/doc/undoc/gen/n25/012/00/pdf/n2501200.pdf>

*Legislation:* Employment Relations (Budget Amendment) Act 2018 (Act No. 23 of 2018), amending the Employment Relations Act 2007

Indonesia	Country code	850
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Indonesia introduced paternity leave paid by the employer in 2003, providing employed, married fathers with two days of leave at full pay for the birth of a child or in the event of a miscarriage.

Male public servants are entitled to one month of paternity leave, during which they receive their basic pay.

*Source:* Baird, M., Hill, E. & Gulesserian, L. (2019). The state of paternity leave in Southeast Asia. *The Diplomat*. Available at: <https://thediplomat.com/2019/06/the-state-of-paternity-leave-in-southeast-asia/>

*Legislation:* Law No. 13/2003, Art. 93(4)(e)

Iran	Country code	630
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Paternity leave was first approved by the Islamic Consultative Assembly (Parliament) under the *Population and Family Amendment Act* on 10 June 2013. The law granted fourteen days of leave at the time of child-birth for fathers who were employed and whose wives were also employed and on maternity leave. Fathers whose wives were homemakers or did not take maternity leave were not eligible, meaning that eligibility required both the mother's entitlement to maternity leave and her actual use of it.

In 2017, under Article 103 of the *Law on the Sixth Five-Year Economic and Social Development Plan*, Parliament limited paternity leave to three days for employed men in the legislative, judicial, and executive branches, as well as in non-governmental public sectors such as municipalities and the Social Security Organization. Fathers in these sectors were thereby excluded from the original fourteen-day entitlement.

Fathers employed in the private sector were not affected by the 2017 reduction and continue to be entitled to fourteen days of paternity leave, in addition to their statutory annual leave under the Labour Law. To use this leave, fathers must submit either the official maternity leave order, the certificate of the child's mother, or her return-to-work notice to the employer. During paternity leave, the employer is responsible for wages, benefits, and insurance contributions, and the leave counts toward both employment records and pensionable service for fathers who comply with the rules.

*Source:* Hadavand, M., & Nowrouzi, F. (2023). A comparative study of maternity leave in Iranian and Swedish law. *Journal of Legal Research*, 22(55), 217-248.

*Legislation:* Population and Family Regulation Amendments Act 2013, Art. 1

Israel	Country code	666
<p>In 1998, Israeli law allowed mothers to transfer up to six weeks of their paid maternity leave to their spouse. In 2017, fathers gained the right to six calendar days of paternity leave. The first day and last two days are treated and remunerated as sickness leave: workers receive no pay for the first day, and 50 per cent of their daily pay for the other two days. The second, third, and fourth day is treated and remunerated as annual leave, offering full pay. Fathers that have not accumulated enough sickness leave or annual leave days are not entitled to this leave.</p> <p>Sources: Perez-Vaisvidovsky, N. (2019). Israel: leave policy, familialism and the neoliberal welfare state. In <i>Parental Leave and Beyond</i> (pp. 75-90). Policy Press.</p> <p>Perez-Vaisvidovsky, N. (2020). Israel Country Note, in A. Koslowski and others (eds), <i>International Review of Leave Policies and Research 2020</i>. Available at: <a href="https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir_derivate_00002067/Koslowski_et_al_Leave_Policies_2020.pdf">https://ub-deposit.fernuni-hagen.de/servlets/MCRFileNodeServlet/mir_derivate_00002067/Koslowski_et_al_Leave_Policies_2020.pdf</a></p> <p>Legislation: Employment of Women Law, 57141954, National Insurance Law, 57551995</p>		
Jordan	Country code	663
<p>Legislation: Labour Law No. 8 of 1996, Art. 66(c); Amended Jordanian Labour Law No. (14) of 2019</p>		
Kazakhstan	Country code	705
<p>Since 2007, under Article 111 of the Labour Code, employees may request unpaid leave by agreement with their employer. The duration of such leave is mutually agreed between the employee and employer. Specifically, employees are entitled to up to five calendar days of unpaid leave for family events, including the birth of a child, registration of marriage, death of a close relative, or other cases provided in the employment contract or collective agreement.</p> <p>Legislation: Labour Code (2007), Art. 111</p>		
Kyrgyzstan	Country code	703
<p>Since 2004, under Article 133 of the Labour Code, employees may request leave without pay for family or other valid reasons. The duration of such leave is determined by agreement between the employee and the employer. In particular, employees are entitled to up to five calendar days of unpaid leave for the birth of a child, registration of marriage, or the death of close relatives. The employee's workplace is preserved during this leave.</p> <p>Legislation: Labour Code (2004), Art. 133</p>		
Laos	Country code	812
<p>As part of a French territory, Laos was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.</p> <p>Under the Labour Law (Article 58 – <i>Personal Leave</i>), employees are entitled to at least three days of paid personal leave in specific family-related circumstances. These include the birth of the employee's child, as well as miscarriage, marriage, hospitalization of spouse/children/parents, and death of close family members. Employees must request leave from the employer, with confirmation by the workplace trade union, employee representative, or labour unit leadership.</p> <p>Legislation: Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298, 15-16 December 1952, p. 11,541; corrections: <i>ibid.</i>, No. 25, 28 January 1953, p. 853) – Art. 121, Labour Law, Art. 58(4)</p>		
Malaysia	Country code	820
<p>Paternity leave has historically been available for male public service officers (for instance under the <i>Pekeliling Perkhidmatan Bilangan 9 Tahun</i> 2002, granting 7 days of paid leave). However, this entitlement applied only when the father had exhausted his annual leave. For employees in the private sector, statutory paternity leave was introduced only in 2023, and it applies exclusively to married employees.</p> <p>Legislation: Employment Act of 1955, Sec. 60FA; Employment (Amendment) Act 2022, Sec. 23</p>		

Myanmar	Country code	775
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Historically, under the *Leave and Holidays Act 1951* (Act No. 58, 1 January 1952, *Burma Gazette*, 1952) [LS 1952-Bur.1], employed fathers were entitled to six days of “casual leave” per year, paid by the employer. This entitlement was general in nature and did not specifically target family or birth-related reasons. For this reason, this leave is not considered as paternity leave in this dataset.

Since 2012, Myanmar has introduced a dedicated paternity leave. Under the new framework, employed fathers are entitled to fifteen days of paid leave. To qualify, fathers must have made at least six months of social security contributions within the twelve months preceding the birth of their child.

Source: Baird, M., Hill, E. & Gulesserian, L. (2019). The state of paternity leave in Southeast Asia. *The Diplomat*. Available at: <https://thediplomat.com/2019/06/the-state-of-paternity-leave-in-southeast-asia/>

Legislation: *Leave and Holidays Act 1951*, Act No. 58, dated 1 January 1952 (*Burma Gazette*, 1952) [LS 1952-Bur.] – Art. 5, *Social Security Law 2012*, Sec. 28

Nepal	Country code	790
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Under the *Labour Rules 1993* (Art. 33, dated 8 November 1993, *Nepal Recorder*, Vol. 17, No. 39, 25 December 1993, pp. 414–442) [LLD 1993-NPL 1], permanent workers and employees were entitled to up to thirty days of unpaid leave per year for special reasons. In accordance with other countries that introduced exceptional/special leaves, this entitlement is included in the dataset.

From 2017 onwards, a mandatory social insurance programme was established for private-sector employees, including daily workers, to provide maternity and paternity benefits. The programme began gradual implementation in May 2019. Until full implementation, employers remain liable for providing maternity and paternity leave, offering paid leave at their discretion in accordance with the law.

Legislation: *Labour Rules 1993*, dated 8 November 1993 (*Nepal Recorder*, Vol. 17, No. 39, 25 December 1993, pp. 414–442) [LLD 1993-NPL 1] – Art. 33, *Labour Act 2017*, Sec. 45(7)

New Zealand	Country code	920
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The *Parental Leave and Employment Protection Act 1987* introduced one or two weeks of unpaid paternity (partner’s) leave for male employees who are the partner—married or not—of a pregnant woman and who assume, or intend to assume, care of the child. Employees may take partner’s leave if they are the spouse or partner of the primary carer of a child and have worked for the same employer continuously for at least an average of 10 hours per week in either the six or 12 months immediately before the expected date of delivery.

Eligibility for one or two weeks of leave depends on the duration of continuous employment. Employees who meet the hours test in the *six months* immediately before the baby’s expected due date are entitled to *one week* of partner’s leave. A spouse or partner who meets the hours requirement and has worked for the same employer for *12 or more months continuously* is entitled to *two weeks* of leave.

Leave must be requested in writing at least three months before the expected birth, with a medical certificate confirming the pregnancy and a statement from the partner confirming the male employee’s intent to assume care of the child. Leave may begin on the date of confinement, within 21 days before or after the expected birth, or on another mutually agreed date.

In 2016, the entitlement was renamed *Partner’s Leave* to reflect gender-neutral language and the recognition of diverse family arrangements.

Sources: Whitehouse, G., Baird, M., & Morrissey, S. (2022). *Legacies of an Antipodean model? Parenting leave policy trajectories in Australia and New Zealand*. In *Research Handbook on Leave Policy* (pp. 244–257). Edward Elgar Publishing.

Morrissey, S. (2018). The experiences of those who take parental leave within the public sector and the policies that support them. *Treasury Analytical Papers*.

Legislation: *Parental Leave and Employment Protection Act 1987*, Act No. 129, dated 10 July 1987 (*Statutes of New Zealand*, 1987)

Philippines	Country code	840
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The Philippines first established a national statutory paternity leave through the *Paternity Leave Act of 1996*, granting 7 working days of fully paid leave to married fathers in both the private and public sectors, available for up to four children.

In 2019, amendments to the *105-Day Expanded Maternity Leave Act* introduced a new mechanism that allows mothers to transfer up to 7 days of their maternity leave to the father — regardless of marital status. This effectively enables fathers to take up to 14 paid days of leave following childbirth.

Philippines (continued)	Country code	840
<p>Source: Baird, M., Hill, E. &amp; Gulesserian, L. (2019). The state of paternity leave in Southeast Asia. <i>The Diplomat</i>. Available at: <a href="https://thediplomat.com/2019/06/the-state-of-paternity-leave-in-southeast-asia/">https://thediplomat.com/2019/06/the-state-of-paternity-leave-in-southeast-asia/</a></p> <p>Legislation: Paternity Leave Act of 1996, Sec. 2</p>		
Saudia Arabia	Country code	670
<p>Historically, private-sector male employees in Saudi Arabia were entitled to one day of paid leave for the birth of a child under earlier versions of the Labour Law. With the 2025 Labour Law amendment, this entitlement was expanded to three paid days of paternity leave.</p> <p>Legislation: Royal Decree No. M/21 dated 6 Ramadan 1389 (15 November 1969) – Art. 159, Labour Law, Art. 113</p>		
Singapore	Country code	830
<p>Singapore introduced paid paternity leave for the first time on 1 May 2013 as part of the Government's enhanced Marriage and Parenthood Package. Under this framework, eligible fathers of Singaporean-citizen children were entitled to one week of Government-Paid Paternity Leave (GPPL) and one week of Government-Paid Shared Parental Leave (SPL), which could be transferred from the mother's sixteen-week maternity leave entitlement, subject to her consent. On 1 January 2017, these entitlements were expanded. GPPL was doubled to two weeks, including for self-employed fathers, while SPL increased to up to four weeks.</p> <p>Source: Yeung, W.-J. J. &amp; L., N. (2023). Paternity leave, family dynamics, and children's behavior in Singapore. <i>Journal of Marriage and Family</i>, 2023, 85(2), 580-602.</p> <p>Legislation: Child Development Co-Savings Act (Ch.38A), Sec. 9</p>		
South Korea	Country code	732
<p>Paid paternity leave in South Korea was strengthened in 2019. Since 1 October 2019, employed fathers have been entitled to ten working days of paid paternity leave, up from the previous five days. The leave must be taken within 90 days after childbirth (previously within 30 days) and may be used in up to two separate periods. Since 2025, the statutory entitlement has been further increased to 20 working days, which can be taken within 120 days of childbirth and in up to three separate periods.</p> <p>Paternity leave pay is primarily employer-funded; however, beginning in 2020–2021, the Employment Insurance Fund began covering five of the ten paid days for workers in small and medium-sized enterprises (SMEs) to reduce the financial burden on employers.</p> <p>Sources: Gurin, M. (2023). Forgotten concepts of Korea's welfare state: Productivist welfare capitalism and confucianism revisited in family policy change. <i>Social Politics: International Studies in Gender, State &amp; Society</i>, 30(4), 1211-1237.</p> <p>Gurin, M. &amp; Gornick, J. C. (2024). Pushes and pulls of father leave policy reform: Unpacking divergent father leave reforms in the Czech Republic and South Korea. <i>Journal of International and Comparative Social Policy</i> 40 (3), 265-283.</p> <p>Legislation: Equal Employment Opportunity and Work-Family Balance Assistance Act, Art. 18-2</p>		
Taiwan	Country code	713
<p>Prior to 2002, there was no statutory provision for paternity leave for workers. The 2002 Gender Equality in Employment Law (GEEL) granted fathers the right to two days of paternity leave at the time of childbirth, with full wage compensation provided by the employer.</p> <p>In 2008, the GEEL was amended to increase paternity leave to three days to support fathers in caring for both children and mothers. Payment remained the responsibility of the employer, similar to maternity leave, though the short duration limited its financial impact.</p> <p>A 2014 amendment further extended paternity leave to 5 days, and a 2021 amendment increased it to 7 days. The law has always been linked to the wife and her status as an "employee" at the time of birth, meaning that adoptive parents are excluded, while same-sex couples (female spouses) became included as of 2019.</p> <p>Source: Tsai, P. Y. (2012). The transformation of leave policies for work-family balance in Taiwan. <i>Asian Women</i>, 28(2), 27-54.</p> <p>Legislation: Act of Gender Equality in Employment, Art. 15; Enforcement Rules for Act of Gender Equality in Employment, Art. 7</p>		

Tajikistan	Country code	702
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Under the Labour Code of 1997 (Art. 182), employees have been entitled to two weeks of unpaid paternity leave that needs to be used before the child reaches the age of 12 months. Since 2016, Article 116 of the Labour Code has explicitly included the birth of a child as a valid reason for unpaid leave. Employees may request leave, and the duration is determined by agreement with the employer, subject to the employer's assessment of the validity of the request. For the birth of a child, unpaid leave may be granted up to 7 calendar days.

There have been recent attempts to introduce paid paternity leave, but these initiatives were ultimately canceled, so no statutory paid paternity leave currently exists.

*Legislation:* Labour Code (1991), Art. 182, Labour Code (2016), Art. 116

Thailand	Country code	800
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*Legislation:* Regulation of the Office of the Prime Minister on Leave B.E. 2555 (2012)

Turkey	Country code	640
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Historically, paternity-related leave first emerged in the public sector. Under the Civil Servants Act (Law No. 657 of 1965), male civil servants were entitled to 3 days of paid leave when their wife gave birth. This was a voluntary right linked to the mother's childbirth, not fatherhood per se.

A major extension came in 2011, when Article 104(B) of Law No. 657 was amended to increase paid paternity leave for civil servants to 10 days. Further, since 2016, if the mother (also a civil servant) dies during childbirth or maternity leave, the father (a civil servant) may take the remainder of her maternity leave (Law No. 6663).

In the private sector, statutory paternity leave was introduced more recently. A 2015 amendment (via Law No. 6645 to the Labour Law No. 4857) granted male employees 5 days of paid leave, compensated at 100% of earnings by the employer. Adoptive fathers are entitled to three days of leave.

*Legislation:* Law No. 6645 to the Labour Law No. 4857

United Arab Emirates	Country code	696
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Under Article 32, a working parent is entitled to 5 working days of leave, which may be taken continuously or intermittently within the first 6 months following the birth of a child.

*Legislation:* Federal Decree Law No. 6 of 2020, Art. 32

Vietnam	Country code	816
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As part of a French territory, Vietnam was covered by the Labour Code established by Law No. 52-1322 of 15 December 1952, applicable to territories and associated territories under the Ministry of Overseas France. Article 121 (section "Des congés") of this code allowed male employees to obtain 10 days paid leave for family events, which could include childbirth-related absences.

Under the Labour Code of the Socialist Republic of Vietnam, dated 23 June 1994, male employees could take unspecified unpaid leave for family reasons, with the permission of their employer (Art. 79).

Mandatory, state-sponsored paternity leave paid from the Social Insurance Fund was introduced in 2014 (implemented since 2016). This entitlement applies to employed, married fathers who are contributing to social insurance and whose wives give birth. Fathers are entitled to between 5 and 14 days of paid leave, depending on the type of birth, number of children, and whether the child is adopted. Expatriates legally paying into the Social Insurance Fund may receive paternity leave through arrangements with their employer.

*Source:* Baird, M. (2019). *Paternity leave in Vietnam*, Sydney Southeast Asia Centre. Available at: [https://investinginwomen.asia/wp-content/uploads/2019/05/FS\\_Paternity-Leave-Vietnam.pdf](https://investinginwomen.asia/wp-content/uploads/2019/05/FS_Paternity-Leave-Vietnam.pdf)

*Legislation:* Act No. 52-1322 to establish a Labour Code in the Territories and Associated Territories under the Ministry for Overseas France, dated 15 December 1952 (Journal Officiel, No. 298, 15-16 December 1952, p. 11,541; corrections: *ibid.*, No. 25, 28 January 1953, p. 853) – Art. 121, Labour Code of the Socialist Republic of Vietnam, dated 23 June 1994 (Journal Officiel, 1994) – Art. 79, Law on Social Insurance of 20 November 2014, Arts. 34 and 39

## Europe

Albania Country code 339

Legislation: Law No. 7961 of 12 July 1995, Art. 96 (amended in 2015)

Austria Country code 305

Legislation: Parental Leave for Fathers Act, Art. 1 a; Family Time Bonus Act, Arts. 1 and 2(4)

Belarus Country code 370

Article 186. Paternity (Stepfather's) Leave Upon Childbirth (introduced by Law of the Republic of Belarus dated July 18, 2019, No. 219-Z): Upon the birth of a child and the child's upbringing, the employer-liability is obligated, at the request of the father (stepfather), to grant unpaid leave for a period of no more than 14 calendar days. A different duration and/or pay for paternity leave may be provided by a collective agreement or the employer-liability. Paternity leave is granted upon written application of the father (stepfather) within six months from the child's birth.

Legislation: Law of the Republic of Belarus dated July 18, 2019, No. 219-Z

Belgium Country code 211

The first statutory paternity leave was introduced by the Royal Decree of 23 November 1961, granting two days of leave with guaranteed pay from the employer. This was followed by the Royal Decree of 28 August 1963, which increased leave by one day, allowing fathers to take three days within the 12 days after the birth of a legally recognized child, paid by the employer (Art. 2(4) Royal Decree, 1963; amended 1991). In the public service, fathers were entitled to four paid working days, proportionally reduced for part-time workers (Art. 6 Royal Decree, 1964; amended 1990).

The 1 July 2002 reform marked a major expansion of paternity leave for private-sector employees. Leave increased from three to ten working days, with three days mandatory, paid 100% of earnings for the first three days and at 82% with a ceiling for the remainder. Fathers could take leave within the first month after birth, with distribution flexibility beyond the initial three days. All male employees were eligible except the self-employed.

In 2009, fathers gained the right to take the 10-day leave at any point within the first four months following childbirth, and private-sector parental leave could be taken until the child's 12th birthday; this flexibility was extended to the public sector in April 2010.

In 2011, paternity leave eligibility was extended to lesbian couples. Following the adoption of the bill by Parliament on 13 April 2011, paternity leave became available to the spouse of the biological mother who shared a parental project, thereby eliminating previous heterosexual-only restrictions.

The self-employed were included in 2019, entitled to 10 days of leave within four months of childbirth, paid at EUR 808 per month. In the same year, full-time employees gained access to a one-tenth-time parental leave, allowing a half-day off per week, subject to employer agreement.

Finally, the duration of leave was progressively extended: in 2021, paternity leave increased to 15 days, and in 2023, it reached 20 days. The extension applies to employees as well as to self-employed workers and civil servants.

Sources: Herbrand, C. (2012). La filiation à l'épreuve de la présomption de «paternité» pour les couples de même sexe: questionnements et perspectives à partir du cas belge. *Droit et société*, 82(3), 689-712.

Legislation: Royal Decree of 23 November 1961; Royal Decree of 28 August 1963 (*Moniteur Beige*, 11 September 1963); Royal Decree respecting holidays and leave, 1 June 1964, *Loi Relative aux Contrats de Travail*, Art. 30(2)

Bulgaria Country code 355

Legislation: Labour Code, Art. 163

Cyprus Country code 352

Paternity leave of two consecutive weeks is paid at 72% of the father's salary for the first child. The rate increases with subsequent children: 80% for the second child, 90% for the third, and 100% for the fourth child.

Legislation: Protection of the Paternity Law, Art. 3, Law No. 216(I)/2022, Art. 5(1)

Prior to the introduction of one week long paternity leave (at 70% of earnings) in 2017, the father and mother could alternate the maternity leave with no restrictions on the frequency of alternations. In 2022, paternity leave was prolonged from seven to fourteen days.

Sources: Gurín, M. (2024). Exploring resistance in family policy transfer: a comparative analysis of the Czech Republic and South Korea. *International Journal of Sociology and Social Policy*, 44(7/8), 776-791.

Gurín, M. & Gornick, J. C. (2024). Pushes and pulls of father leave policy reform: Unpacking divergent father leave reforms in the Czech Republic and South Korea. *Journal of International and Comparative Social Policy* 40 (3), 265-283.

Legislation: Sickness Insurance Act, Secs. 38a-38d, Act No. 330/2021 Coll., Art. 4; Sickness Insurance Act, Secs. 38a-38d

In Denmark, fathers were first granted two weeks of paternity leave on 1 July 1984, to be taken simultaneously with the mother within the first 14 weeks following childbirth, paid at the same rate as maternity leave. Currently, fathers remain entitled to a two-week paternity leave within the first 14 weeks after childbirth. Regarding same-sex couples, the female partner of the biological mother can adopt from birth and is entitled to paternity and parental leave, whereas a non-biological father can only adopt after 2.5 years and is not eligible for paternity or parental leave.

Legislation: Act on Equal treatment of men and women in employment and maternity leave, sickness or maternity benefits; Act on Law on Childcare leave, Consolidation Act No.872 of 28 June 2013, Sec. 7, Consolidation Act No. 235 of 12 February 2021 on Entitlement to Leave and Benefits in the Event of Childbirth, Sec. 7(3)

In 2008, the paternity leave of two weeks was increased to 100% of earnings, replacing the previous flat rate of €4.20 per day. However, in 2009, payment of the paternity benefit was temporarily withdrawn due to the economic crisis. The benefit was re-introduced in 2013, restoring financial support for fathers.

From 1 July 2020 onwards, all fathers have a non-transferable right to the *Fathers' Additional Parental Benefit* for 30 days, replacing the previous ten-working-day paternity benefit. Employed fathers must take paternity leave in order to receive the benefit, whereas self-employed, unemployed, or non-active fathers are eligible for the benefit without taking leave.

Legislation: Holidays Act of April, 4 2001 (entered into force in January, 1 2002), Employment Contracts Act, Art. 60

In Finland, the development of paternity leave has been gradual and closely linked to maternity and parental leave policies. Initially, on 1 March 1978, maternity leave was extended to 186 days (31 weeks), of which fathers could use two weeks as paternity leave at the time of the child's birth with the mother's consent. Just a few months later, on 1 July 1978, maternity leave was further extended to 198 days (33 weeks), and fathers retained the right to two weeks of paternity leave at the time of birth, drawn from the long maternity leave.

On 1 January 1991, fathers became entitled to six days of paternity leave. Subsequently, on 1 January 2003, fathers were granted an additional two weeks (12 days) of bonus paternity leave on top of the existing 18 working days, provided they took the last two weeks (12 days) of parental leave. In 2010, the "father's month" was lengthened by two weeks, allowing fathers up to four extra weeks of paid leave if they took the last two weeks of sharable parental leave. This same year, following the legal recognition of second-parent adoption, the same-sex partner of a birth mother was entitled to three weeks of paternity leave concerning the birth or adoption of the child.

In 2013, the "father's month" was abolished, so the bonus four weeks for fathers taking the last two weeks of parental leave was removed. At this point, paternity leave was formally extended from three to nine weeks, consolidating the total number of "father-only" leave days at 54 working days. These days were no longer linked to the mother's use of parental leave; however, fathers could take at most 18 days simultaneously with the mother, while the remaining days had to be taken when the mother was not on parental leave.

In 2019, fathers with multiple children born or adopted at the same time were entitled to an additional 18-day (three-week) paternity leave for each additional child, up to a maximum of 105 days (17.5 weeks).

A revised law on parental benefits took effect on 1 August 2022. Previous paternity leave was discontinued, and in its place each parent was granted an equal share of 160 days of parental allowance.

Sources: Haataja, A. (2004). Pohjoismaiset vanhempainvapaat kahden lasta hoitavan vanhemman tukena. *Janus Sosiaalipolitiikan ja sosiaalityön tutkimuksen aikakauslehti*, 25-48.

Moring, A., & Lammi-Taskula, J. (2021). Parental leave reforms in Finland 1977-2019 from a diversity perspective. *Social Inclusion*, 9(2), 338-349.

Salmi, M., & Lammi-Taskula, J. (2014). Policy goals and obstacles for fathers' parental leave in Finland. In *Fatherhood in the Nordic welfare states* (pp. 303-324). Policy Press.

Legislation: Act No. 320 respecting contracts of employment, dated 30 April 1970 (Suomen asetuskokoelma/Finlands författningssamling, No. 320, 1970)

Paternity or birth-related leave for fathers was first introduced possibly as early as 1946, when the Law of 18 May 1946 established a three-day birth leave. This leave was intended for "family heads" to efficiently support the mother before and after childbirth and to carry out birth-related administrative tasks. Later, this provision was codified and adjusted in Loi 77-766 of 12 July 1977 (JORF, 13 July 1977).

Under that 2002 law, the entitlement was 11 calendar days of paid paternity leave for a single birth (or 18 days in case of multiple births), in addition to a 3-day "birth leave" paid by the employer. On 1 July 2021, paternity leave was extended significantly. New fathers became entitled to up to 28 calendar days of paternity and birth leave (or 35 calendar days in the case of multiple births), of which three are paid by the employer and 25 are paid by the French social security administration. New fathers are obligated to take at least seven days of leave immediately after the birth of a child. The paternity-leave reform originated in the recommendations of an expert commission convened by President Emmanuel Macron in 2019 to review the first 1,000 days of childhood and propose evidence-based improvements to this critical developmental period. In its September 8, 2020 report, the commission advocated extending paternity leave to reinforce father-child attachment and provide greater support for mothers.

In 2013, paternity leave (*congé paternité*) was renamed "leave for looking after a child" (*congé d'accueil de l'enfant*) to adopt a neutral perspective on family types, extending eligibility to gay couples, whether married or cohabiting.

Sources: Fagnani, J. (2007). Family policies in France and Germany: Sisters or distant cousins?. *Community, Work and Family*, 10(1), 39-56.

Collombet, C. (2021). French History of Parental Leave Policies. *Revue des politiques sociales et familiales*, 141(4), 195-209.

Duffuler-Vialle, H. (2020). Chronologie des droits des femmes en France de la Révolution française à nos jours, *Musée Criminocorpus*. <https://criminocorpus.org/en/ref/25/19291/>

Steck, P. (1994). *Les prestations familiales*. FeniXX.

Legislation: Loi du 18 mai 1946, Code du Travail, Art. L1225-35; Loi n° 20011246 du 21 décembre 2001 de financement de la sécurité sociale pour 2002, Decree N°2021-574, 10 May 2021, Code de la Sécurité Sociale, Art. L331-8

Paternity leave was extended in 2021 from two days to 14 days under *Law 4808/2021*, which implements EU Directive 2019/1158. Adoptive and foster fathers are entitled to the same paid paternity leave as biological fathers from the implementation of this law.

Source: Kazassi, E. H., & Karamessini, M. (2018). Economic crisis and austerity, worklife balance policy for working parents and parental behavior in Greece. *Revista del Ministerio de Empleo y Seguridad Social: Revista del Ministerio de Trabajo, Migraciones y Seguridad Social*, (136), 79-106.

Legislation: National General Collective Labour Agreement, Art. 6, Law No. 4808/2021, Art. 27

Paternity leave of five days, fully paid and job-protected, was introduced in 2002 and must be taken during the first two months after childbirth. The leave was increased in 2023 from five to ten days, with the additional five days provided at a reduced payment.

Legislation: Labour Code of March, 30 1992, Sec. 132 (2)(a) (amended in 2001), Labour Code, Sec. 118(4)

A new statutory two-week paid paternity leave was introduced in 2016, to be taken consecutively within the first 26 weeks following the birth or adoption of a child. Leave is paid at the same rate as maternity leave.

Legislation: Paternity Leave and Benefit Act 2016, Sec. 6

Italy	Country code 325
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Italy introduced one day of compulsory paid paternity leave with 100% earnings replacement in 2013, which could be used until five months after childbirth. Fathers could take two additional days if the mother agreed to transfer part of her maternity leave. Self-employed workers became entitled to paternity leave in 2015 (June). Compulsory paid paternity leave was extended from four to five days in 2019, with an additional optional day available if the mother transferred part of her maternity leave. In 2020, compulsory paid paternity leave increased from five to seven days and in 2021, the entitlement was further extended to ten days, in line with the EU Directive on Work-Life Balance.

Since 1 January 2013, adoptive and foster fathers have been entitled to mandatory/compulsory paternity leave, based on Law 92/2012 and its implementing decree (22 December 2012) with operational guidance from INPS Circular No. 40 of 14 March 2013. This entitlement was later consolidated and codified in Art. 27-bis of Legislative Decree 151/2001, as amended by Legislative Decree 105/2022, confirming that paternity leave also applies to adoptive and foster fathers.

Sources: Addabbo, T. & Giovannini, D. (2013). Italy Country Note, in P. Moss (Ed.), *International Review of Leave Policies and Research 2013*, [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/](http://www.leavenetwork.org/lp_and_r_reports/)

Mazzucchelli, S. (2018). Leave policies in Italy: towards a new scenario?. *Revista del Ministerio de Empleo y Seguridad Social: Revista del Ministerio de Trabajo, Migraciones y Seguridad Social*, (136), 57-78.

Legislation: Law No.92 of 28 June of 2012, Art. 4.24, Legislative Decree No. 151, Art. 28; Law No. 178 of December 30, 2020 (Budget Law 2021), Art. 1, Para. 363

Kosovo	Country code 347
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Until its independence, paternity leave provisions in Kosovo were governed by the same legislation as in Serbia, covering the period from 2001 to 2007. Since 2010, the father of the child is entitled to: (i) two days' paid leave at the birth/adoption of the child; and (ii) two weeks' unpaid leave after the birth/adoption of the child until the child reaches 3 (three) years' old. An employer must be informed 10 days in advance if the father (employee) intends to use such a leave/right.

Legislation: Law no. 03/L-212 dated 18.11.2010

Latvia	Country code 367
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In 2023, Latvia implemented reforms in line with EU Directive 2019/1158 on work-life balance for parents and carers. As part of these changes, paternity leave was extended to 10 working days (previously 10 calendar days).

Additionally, each parent received two months of non-transferable parental benefit, reinforcing the directive's emphasis on individual parental rights.

The 2023 amendments also introduced a provision allowing the mother to designate another individual to receive paternity leave benefits in cases where a child's paternity has not been legally recognized.

Legislation: Labour Law, Sec. 155

Lithuania	Country code 368
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Legislation: Law on Sickness and Maternity Social Insurance No.IX-110 as of 2000, amended in 2007, Labour Code, Art. 133; Law on Sickness and Maternity Social Insurance, Art. 19

Luxembourg	Country code 212
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Since 1962, Luxembourg has not provided a statutory paternity leave. Instead, employees have been entitled to "leave due to extraordinary circumstances" (*congé extraordinaire*), which allowed them to take two days off in the event of the birth or adoption of a child, paid by the employer at 100% of earnings.

Over time, these entitlements have been expanded: by 2013, the leave remained two days, but as of 1 January 2019, the allowance increased to 10 days for fathers. For the first two days, the leave continues to be paid by the employer at full salary; from the third day onward, the employer is reimbursed by the state up to a ceiling equivalent to five times the social minimum wage for an unqualified worker.

By 2017, the framework for extraordinary leave was codified more comprehensively. Fathers are entitled to 10 days of leave in the event of the birth of a child or adoption. The first two days of leave are paid by the employer and cover 100 per cent of earnings; from the third day onwards, the leave is reimbursed to the employer by the state with a limit equal to five times the social minimum wage (for instance, in 2020 equaling to €10,709.97 per month). Other provisions include one day for the death of a relative up to the second degree, one day per parent for a child's marriage, two days for a move (once every three years, unless work-related), three days for the death of a spouse or first-degree relative, three days for the employee's marriage and one day for partnership registration, 10 days for adopting a child under 16 (unless foster leave applies), and five days for the death of a minor child—all with full salary maintenance.

*Legislation:* Code du Travail, Art. L. 233-16(2)

In 2016, the Republic of Moldova adopted Law No. 71/2016, which amended the Labour Code and, for the first time, granted fathers the right to 14 calendar days of paid paternity leave during the first 56 days after the child's birth. The benefit is financed through the public social insurance system.

Starting from January 1, 2024, important legal amendments came into effect. The duration of paternity leave was extended to 15 calendar days. Moreover, this leave may now be taken either in full or divided into up to three parts, each consisting of five days. Fathers may take paternity leave within the first 12 months following the child's birth. The 2024 amendments also extended the right to adoptive fathers.

The right to paternity leave is granted to fathers insured under the public social insurance system, who are employed under an individual employment contract, hold a public service position based on an administrative act, or are self-employed professionals in the field of justice. The right applies to the care of a newborn or adopted child, provided the father has domicile or residence in the Republic of Moldova.

The paternity leave amounts to 100% of the insured average monthly income, calculated based on the insured earnings of the last three months preceding the month of birth or adoption. The benefit is paid from the public social insurance fund.

As of July 1, 2025, according to new amendments, in the case of multiple births (twins, triplets, quadruplets, etc.), the father may request 15 calendar days of paternity leave for each child, receiving the corresponding paternity benefit for each child.

In Moldova same-sex couples do not enjoy any kind of legal recognition, whether in the form of civil partnerships or same-sex marriages.

*Legislation:* Labour Code 2003, Art. 124-1

Until independence in 2006, Montenegro followed the same paternity leave provisions as Serbia between 2001 and 2006.

*Legislation:* Labour Code of the Republic of Serbia of 2001, Labour Code of March 15, 2005, Art. 77

In the Netherlands, some forms of paternity leave presumably existed long before formal legislation, with the Civil Code of 1 October 1838 (Art. 1638(c)(3)-(4), amended up to 1990) providing workers with "a short period of leave for a period of time which is considered to be fair" in relation to the birth of a child, paid by the employer. Because this information could not be verified, it is excluded from the dataset. Some limited paternity leave was also available since 1994, but no specific number of days was stipulated. This was verified and is thus included in the dataset.

Formal paternity leave was first codified with the Work and Care Act of 1 December 2001, granting fathers two days of leave to be taken within four weeks of childbirth, paid at 100% of earnings with no ceiling. This entitlement applied to both male and female employees who were the partner of a woman giving birth or who acknowledged the child, thereby including same-sex partners. In 2015, the leave period was extended by three days, bringing the total to five days, with the additional three days coming out of the father's parental leave entitlement. Only the first two days were paid by the employer at 100% of earnings, while the additional three days were unpaid.

In 2019, paternity leave was renamed as birth leave for partners and fathers, with the duration equivalent to the number of weekly working hours per partner or father (i.e., a full-time job of 38 hours per week gives a leave entitlement of 38 hours). This birth leave was fully paid by the employer at 100% of earnings, again with no ceiling. In 2021, an optional week of paid paternity leave (*geboorteverlof*) could be taken within four weeks after birth, with an additional five weeks available within 26 weeks after birth. This leave can be taken full-time, part-time, or intermittently, and is non-transferable. The first week is paid by the employer at 100 per cent of earnings, with no upper limit on payments. The weeks of supplemental leave is paid by the Employee Insurance Agency at 70 per cent of earnings, with an upper limit of 70 per cent of the daily maximum wage (in 2021 €223.40), which is set annually by the government.

Throughout these developments, same-sex partners have been consistently included in the entitlement, provided they are employed (self-employed workers are excluded), are registered partners, cohabiting, or acknowledge the child. However, Dutch law formally recognizes only two parents, which may create limitations for some families, for instance, in cases involving two fathers and a surrogate mother.

Sources: Plantenga, J., & Remery, C. (2009). Parental leave in the Netherlands. *CESifo DICE Report*, 7(2), 47-51.

Plantenga, J., & Remery, C. (2009). The Netherlands: bridging labour and care. In *The politics of parental leave policies* (pp. 175-190). Policy Press.

Legislation: Civil Code, dated 1 October 1838 (*Staatsblad*, 1838), as amended up to Act, dated 22 February 1990 (*Staatsblad*, no. 98, 1990), *Staatsblad* 1994, 230, Work and Care Act, Arts. 4:2, 4:2a and 4:2b

Since November 2012, the Labour Law (Article 146) provides paid leave for personal and family circumstances, including the birth of a child for the father, entering into marriage, or the death of a close relative. The law allows up to seven working days of paid leave per year for these reasons, with the exact number of days determined by collective agreements. For childbirth, the collective agreement grants two days, while employees in the public sector receive three days.

Legislation: Labour Relations Act, Art. 146; General Collective Bargaining Agreement for the Private Sector in the Field of Economy, Article 42

The Care Leave Act, introduced in 2005 through an amendment to the Working Environment Act, granted fathers a separate right to two weeks' leave in connection with childbirth, independent of the parental or paternity quota. This leave can be taken within the period spanning two weeks before to two weeks after the birth to assist the mother.

The leave is unpaid by default under national law. Many employees, however, receive payment through collective agreements or individual employment contracts. Fathers who do not receive pay may choose to take parental benefit, which provides payment for the 10 working days (Monday–Friday) and is deducted from the total parental benefit entitlement.

This entitlement applies not only to fathers but also to co-mothers or other persons assisting the mother during pregnancy.

Source: Korsvik, T. R., & Warat, M. (2016). Framing leave for fathers in Norway and Poland: Just a matter of gender equality?. *NORA-Nordic journal of feminist and gender research*, 24(2), 110-125.

Legislation: National Insurance Act, Secs. 14-9 and 14-12; Amendment Act to the National Insurance Act and the Cash Support Act, Part I

Poland first moved toward father-accessible leave in the early 2000s through reforms to maternity leave rules. On 26 May 2001, fathers became able to take part of maternity leave after mothers had used 16 weeks, marking a shift away from the earlier requirement that mothers take the entire maternity leave period.

Further amendments enacted on 21 December 2001 (effective 13 January 2002) set maternity leave at 16 weeks for the first child, 18 weeks for the second, and 26 weeks for multiple births, with payment at 100% of earnings. Up to two weeks could be taken before childbirth, and after 14 weeks, mothers could transfer the unused portion to the father — expanding fathers' involvement but still within a maternity-focused structure.

A separate, non-transferable father-specific entitlement was later introduced: statutory paternity leave from 1 January 2010. Under Article 182<sup>3</sup> § 1 of the Labour Code, an employee-father raising a child is entitled to paternity leave of two weeks that must be taken before the child turns 12 months old (or within 12 months of adoption placement). This right is independent of the mother's leave usage and applies regardless of employment contract type or length of service.

Source: Korsvik, T. R., & Warat, M. (2016). Framing leave for fathers in Norway and Poland: Just a matter of gender equality?. *NORA-Nordic journal of feminist and gender research*, 24(2), 110-125.

Legislation: Labour Code, Art. 182.3

Portugal first introduced provisions for paternity leave in 1984 with Act No. 4 respecting maternity and paternity protection (5 April 1984), alongside implementing regulations in Legislative Decrees No. 135/85 and 136/85 (3 May 1985). Early provisions primarily applied in cases of the mother's death or incapacity, allowing fathers to take leave to care for the child, and included the introduction of up to 30 unpaid days per year to care for children under 10, as well as special unpaid leave of six months to two years to assist children up to three years of age. Subsequent reforms included Decree-Law 497/88 (30th December 1988), which granted two days of leave for civil servants at the time of birth, and Law 17/95 (9th June 1995), which allowed fathers to share maternity leave with the mother by joint decision, introduced 14 days of compulsory leave for the mother, and added two days of leave for fathers, as well as 30 days per year at 65% of salary. Law 102/97 (13th September 1997) introduced subsidized leave for parents of handicapped or chronically ill children, which could be taken for up to six months and extended up to four years during the first 12 years of the child's life.

In 2003–2004, a centre-right coalition government made paternity leave mandatory at five days. By 2009, paternity leave, now termed "fathers-only leave," was extended to 20 working days at 100% of earnings, with 10 days mandatory. A further reform in March 2016 increased paternity leave from 20 to 25 working days, of which 15 days were mandatory. Five of the mandatory days had to be taken consecutively immediately after birth, with the remaining ten days to be taken during the first month following birth, while the remaining ten optional days could be used while the mother was on initial parental leave.

The most recent reform in 2023 extended paternity leave to 35 calendar days and increased the initial parental benefit for the long option from 83% to 90% of earnings, provided the father takes a minimum of 60 days of leave after the mother returns to work. Since 2016, Portuguese law also ensures non-discrimination in parental leave for same-sex parents, whether through adoption or, for female couples, via medically assisted reproduction techniques.

Source: Wall, K., & Escobedo, A. (2009). Portugal and Spain: two pathways in Southern Europe. In *The politics of parental leave policies* (pp. 207-226). Policy Press.

Legislation: Law No.142/1999, Art. 1; Law No.4/1984, Art. 10, Labour Code, Art. 43(1)

Prior to the introduction of dedicated paternity leave, Romanian labour legislation provided fathers only with limited family-related leave. Under Act No. 6 on employees' paid holidays and other holidays, dated 6 February 1992, employees were entitled to additional paid leave for "special family events", with the number of days determined at the employer's discretion. This leave was funded by the employer.

A specific right to paternity leave was first established in Law No. 210/1999, which granted five working days of paid paternity leave to insured fathers (including self-employed workers) following the birth of a child. Fathers could extend the leave by a further 10 working days if they completed a certified infant-care (puericulture) training course – an early policy approach aimed at promoting paternal caregiving.

Legislation: Law No. 210 of 31 December 1999, Arts. 2 and 4

Article 128 of Russia's Labour code guarantees the right of employed fathers to take five days of unpaid leave immediately after childbirth. While this leave is unpaid by default, for employees in trade unions, certain union-employer agreements could provide financial compensation for fathers during this five-day leave.

Legislation: Labour Code of the Russian Federation of 30 December 2001 (in force from 1 February 2002)

Serbia does not provide a legally designated paternity leave. However, since the adoption of the Labour Law of 2001, father may use up to five days of paid leave immediately following childbirth, though this is generally categorized as paid leave for urgent family matters rather than formal paternity leave.

Fathers may also take maternity leave (28 days before birth and three months after) under specific conditions if the mother is unable to care for the child, and childcare leave (up to a total of 12 months), but only from the child's third month onward and with the written consent of the mother.

*Legislation:* Labour Code of the Republic of Serbia of 2001, Labour Code of March 15, 2005, Art. 77

Act on paternity leave was adopted in 2001 and entered into force on 01 January 2003. It introduced 90 days of paternity leave, of which 15 days were paid and 75 days unpaid. Paternity leave compensation ranged between 90% and 100% of the father's average income from 2012 to 2018.

In subsequent reforms, the length of paternity leave was reduced to 70 days in 2016 (of which 20 days were paid), then to 50 days in 2017 (25 paid days), and finally to 30 days (fully paid) from 2018 onwards.

The unpaid portions of leave (as recorded in the dataset) in practice provided fathers with partial compensation, as the fathers were paid social security contributions based on the minimum wage, financed from the central government budget.

Act ZSDP-1, which entered into force in April 2014, explicitly determined for the first time that the partner (male or female) in a registered same-sex partnership is also entitled to paternity leave, provided that he or she actually cares for and looks after the child, and that the child's (biological) father does not use this leave.

*Sources:* European Commission. (2018). *Thirty days of (fully) compensated paternity leave in Slovenia from January 2018*, ESPN Flash Report 2018/7.

Stropnik, N. (2014). *Slovenia country note*. 10th International review of leave policies and research, 270-276.

Stropnik, N. & Humer, Ž. (2016). Slovenia, in M.A. Adler and K. Lenz (eds.), *Father involvement in the early years: An international comparison of policy and practice* (pp. 127-156). Bristol: Policy Press.

*Legislation:* Act on Parental Care and Family Benefits (ZSDP), Official Gazette of the Republic of Slovenia, No. 79/2001, p. 9345., Act of 10 July 2003 to amend and supplement the Act on parental care and family benefits (Text No.3647), Parental Protection and Family Benefits Act, Art. 25

Historically, Spanish employment law granted fathers short birth-related leave rather than a distinct right linked to fatherhood. Since the 1980 Workers' Statute (Act No. 8/1980) and the 1984 Public Service Reform Act, employees and civil servants were entitled to two days of paid birth leave following the birth of a child (employer-liability). Mothers could also transfer up to four weeks of maternity leave to the father in cases where she did not take them herself.

A major reform arrived in 2007, when Spain formally introduced paternity leave (*permiso de paternidad*) as a non-transferable social right for fathers. From 24 March 2007, fathers received 15 fully paid days of leave:

- » 2 days of employer-paid birth leave (*permiso por nacimiento*)
  - » 13 days of paternity leave funded by Social Security
  - » Coverage included employees and self-employed
  - » 100% of previous earnings, subject to standard benefits ceilings
- This law also included a political commitment to extend paternity leave to 4 weeks, although implementation faced years of budgetary postponement.

From 2017 onward, Spain entered a rapid phase of expansion toward equal, non-transferable parental leave for both parents:

- » Jan 2017: Increased to 4 weeks, fully paid. Still includes 2-day birth leave separately.
- » Jul 2018: Increased to 5 weeks. Flexibility for part-time use with employer agreement.
- » Apr 2019: Increased to 8 weeks. 2 weeks mandatory immediately after birth, remainder flexible within first year.
- » Jan 2020: Increased to 12 weeks.
- » Jan 2021: Increased to 16 weeks.

*Historical note:* One source suggests that a one-day birth leave existed as early as 1931, but this cannot be reliably confirmed.

*Sources:* Escobedo, A., & Moss, P. (2025). Parenting leave and gender in Spain: terminology, rationale and design. *Community, Work & Family*, 1-11.

Spain (continued) Country code 230

Escobedo, A., & Wall, K. (2015). Leave policies in Southern Europe: continuities and changes. *Community, Work & Family*, 18(2), 218-235.

Landwerlin, G. M. (2018). Spanish fathers benefiting from maternity leave: Experience and policy demands. *Revista del Ministerio de Empleo y Seguridad Social: Revista del Ministerio de Trabajo, Migraciones y Seguridad Social*, (136), 17-38.

Wall, K., & Escobedo, A. (2009). Portugal and Spain: two pathways in Southern Europe. In *The politics of parental leave policies* (pp. 207-226). Policy Press.

*Legislation:* Ley de dieciséis de octubre de mil novecientos cuarenta y dos, sobre Reglamentaciones de Trabajo, Ley 8/1980, de 10 de marzo, del Estatuto de los Trabajadores, Real Decreto Legislativo 1/1995, de 24 de marzo, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores, Art. 37(3)(b), Real Decreto Legislativo 2/2015, de 23 de octubre, Arts. 37(3)(b), 45(1)(d) y 48(7), Real Decreto-Ley Núm. 6/2019, Arts. 2(18) y 3(4)

Sweden Country code 380

The Temporary Parental Benefit is no longer called *faderskapspenning*, although it was previously—and is sometimes still—referred to as “daddy days.”

*Legislation:* Social Insurance Act, Ch. 13, Secs. 10 and 14

Switzerland Country code 225

In 2021, Switzerland introduced a two-week paid paternity leave, marking the first time fathers (or wives of mothers) in the country gained an individual, dedicated right to leave at the birth of a child. Paternity leave may be taken either as a single consecutive period or as 10 individual days within the first six months after the birth.

The benefit structure is aligned with maternity leave — compensation is provided through the public earnings-related social insurance system at 80% of salary, up to a statutory ceiling.

*Source:* Valarino, I. (2011). Switzerland: country note. *International review of leave policies and related research 2011*, 234-243.

*Legislation:* Swiss Code of Obligations, Art. 329g-133

Ukraine Country code 369

Historically, biological fathers in Ukraine were entitled to 14 days of unpaid leave following the birth of a child. In contrast, adoptive fathers were granted a more generous entitlement of 56 days of paid leave when adopting a child, reflecting earlier prioritization of adoption-related caregiving needs.

A major reform came into effect in May 2021, introducing 14 days of paid paternity leave for employees upon the birth of a child. This marked the first explicit recognition of paid paternity leave for biological fathers in Ukraine’s labour legislation. Until this reform, only fathers married to the birth mother of a newborn child were entitled to claim paternity leave. Paternity leave is now available to: male employees married to the mother of a newborn child, unmarried male employees (as long as they live with the mother of the newborn child), and other relatives caring for the child if the child is raised by a single parent.

*Legislation:* Labour Code of Ukraine, Art. 77-3, Law of Ukraine No. 1401-IX “On Amendments to Certain Legislative Acts of Ukraine on Ensuring Equal Opportunities for Mother and Father in Childcare” (“Law No. 1401-IX”)

United Kingdom Country code 200

The United Kingdom introduced a statutory paternity leave entitlement in April 2003, granting fathers up to two weeks of paid leave, taken within the first eight weeks following childbirth. Payment was set at a flat-rate, and employers were responsible for administering the benefit.

In 2011, payment rules were updated so that paternity pay became the lower of a flat-rate benefit or 90% of weekly earnings.

Reimbursement differs by employer size:

- » Medium and large employers: 92% of statutory costs reimbursed by the State
- » Small employers: 103% reimbursement via reductions in employer national insurance contributions processed through the tax authority

*Source:* Moss, P., & O’Brien, M. (2019). United Kingdom: Leave policy and an attempt to take a new path. In *Parental leave and beyond* (pp. 57-74). Policy Press.

*Legislation:* The Paternity and Adoption Leave Regulations 2002, Reg. 5

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## APPENDIX II: NOTES ON NON-INCLUDED COUNTRIES (E.G. POST-2021 ADOPTION)

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Bangladesh

Country code 771

Historically, since the *Factories Act 1965 (Act No. 4, dated 1 September 1965; Dacca Gazette, Extraordinary, 1 September 1965, p. 1535) [Art. 2 and Art. 80]*, male workers in factories employing more than ten workers are entitled to up to 10 days of casual leave per year. This leave is paid by the employer. But because the regulation does not specifically mention “family” or “birth” reasons, it is not included in this dataset.

In 2025, discussion emerged regarding the introduction of two weeks of paid paternity leave.

Botswana

Country code 571

As of 2025, a new law – the Employment and Labour Relations Act (Bill No. 10 of 2025) – has been passed, which formally introduces a statutory paternity leave entitlement: five days of employer-paid paternity leave (100% pay), plus additional possibilities such as adoption leave and family-responsibility leave.

Source: WTW. (2025). Botswana: Joining the global trend, expanding family leave entitlements. Available at: <https://www.wtwco.com/en-ch/insights/2025/11/botswana-joining-the-global-trend-expanding-family-leave-entitlements?>

China

Country code 710

There is no national statutory entitlement to paternity leave. Nevertheless, all provinces provide paternity leave, typically ranging from 7 to 30 days and usually fully paid. The length varies by province: for example, Shandong and Tianjin provide 7 days, while Yunnan, Gansu, Henan, and Tibet provide up to 30 days (one month). In most provinces, the standard paternity leave is around 15 days. Fathers taking this leave generally receive full earnings, and eligibility often requires compliance with the country’s fertility policies.

Source: Koslowski, A., Blum, S., Dobrotic, I., Moss, P., & Macht, A. (2019). 15th International review of leave policies and related research 2019.

Costa Rica

Country code 94

Paid paternity leave was introduced in 2022. The reform grants eight days of paternity leave for workers in the private sector and one month for workers in the public sector. Fathers are entitled to take two days per week during the four weeks after the child’s birth, with pay at 100% of earnings, which is split between the employer and the Costa Rican Social Security Administration. This entitlement applies to biological fathers.

Sources: Franzoni, J. M., Marzonetto, G., & Méndez, K. (2025). Family Policies in Central America: Navigating the Unstable Balance Between Explicit and De Facto Measures. In *Family Policies in Latin America: From Implicit to Explicit Familialism* (pp. 347-377). Cham: Springer Nature Switzerland.

Ministerio de Trabajo y Seguridad Social. (2023). *Criterio general permisos y licencias*. Available at: [https://mtss.go.cr/elministerio/estructura/direccion-asuntos-juridicos/criterios\\_juridicos/documetos/DAJ-AER-OFP-1315-2023.pdf](https://mtss.go.cr/elministerio/estructura/direccion-asuntos-juridicos/criterios_juridicos/documetos/DAJ-AER-OFP-1315-2023.pdf)

Legislation: Código de Trabajo (Labour Code), art. 95.

Croatia

Country code 344

In 2022, Croatia introduced a new, paid paternity leave entitlement of 10 working days for one child and 15 working days for twins or multiple births, effective August 1, 2022. This leave is for employed and self-employed fathers and equivalent second parents and must be taken within six months of the child’s birth. This new entitlement was introduced to transpose the EU Work-Life Balance Directive (2019). In 2025, the duration of paternity leave was further extended to 20 working days for a single child and 30 working days for twins or multiple births.

Legislation: the Act on Amendments to the Act on Maternity and Parental Support (*Zakon o izmjenama i dopunama Zakona o roditeljnim i roditeljskim potporama*), published in the Official Gazette as Official Gazette no. 85/2022

Cuba	Country code 40
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Under Decretoley No. 339 “De la maternidad de la trabajadora” (2017) of the Republic of Cuba, when a working mother dies either at the time of childbirth or during the postnatal leave period, the father (if a worker) is entitled to receive the paid postnatal leave that the mother would have taken. Alternatively, the father may opt to transfer these rights to a grandparent, sibling or other family member on either side of the family until the child turns one year old (Art. 22–23). The law is part of a broader framework acknowledging the father’s role in childcare responsibility.

Legislation: Decreto de Ley No. 339 “De la maternidad de La trabajadora” Art. 22

Ghana	Country code 452
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In October 2023, a private member’s bill (the Labour (Amendment) Bill, 2023, a.k.a. “Parental Leave for All”) was submitted to Parliament. It proposes to introduce paid paternity leave for men – a minimum of 2 weeks up to a maximum of 4 weeks (some versions mention 7 days to 4 weeks). As of end-2025 (latest reports), the proposed law has not yet been enacted (still under legislative process). Thus, while there is a clear move toward introducing a statutory paternity leave in Ghana, as of now paternity leave remains non-statutory.

Source: Working Motherhood Initiative. (N.d.). Ghana’s Labour (Amendment) “Parental leave for all” Bill. Available at: <https://workingmotherhoodinitiative.org/blog/ghana-labour-amendment-parental-leave-for-all-bill/>

Honduras	Country code 91
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In Honduras, as of 2025 there is likewise no statutory paternity leave; the standard labour-law framework does not provide fathers with paid leave after (or before) the birth of a child. However – reflecting changing social attitudes and pressures – there is a recent reform proposal to change that. In 2023, amendments to the national labour law were preliminarily approved that would grant 16 working days of paid paternity leave (six work-days before the expected birth and ten after) and extend the maternity leave entitlement from 12 to 18 weeks. As of end-2025, this remains a *proposed* reform, not yet – in all sources – described as fully implemented.

Source: Aguilar, P. (2023). Honduras: Proposals for new paternity leave and increased maternity leave. WTW. Available at: <https://www.wtwco.com/en-mu/insights/2023/06/honduras-proposals-for-new-paternity-leave-and-increased-maternity-leave/>

India	Country code 750
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For central (federal) government employees, there has been a paternity-leave entitlement since 1999: under the Central Civil Services (Leave) Rules, 1972 (via Rule 551(A)), a male government servant with fewer than two surviving children is entitled to 15 days’ paid paternity leave, which may be taken before the expected delivery date or within six months after birth (or adoption). Beyond the government sector, paternity leave is left to employer discretion: private-sector firms may – but are not required to – offer it. Some do, often for short periods (days or a few weeks), others offer more generous, company-specific “parental leave” policies.

In 2017, a proposed national law – the Paternity Benefit Bill, 2017 – was introduced to extend paternity benefits to all sectors (government, private, unorganized) and include adoptive or surrogate fathers. The Bill envisaged 15 days’ leave (with even a possibility to extend to three months). However, it did not pass and therefore has never become binding law.

Source: Parmar, H. (2020). What is the concept of paternity leave? Is it applicable in India? *Law Times Journal*. Available at: <https://lawtimesjournal.in/what-is-the-concept-of-paternity-leave-is-it-applicable-in-india/>

Japan	Country code 740
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Paternity leave in Japan, known as *Shusshōji Ikuji Kyūgyō*, was introduced in 2022 to allow fathers to take up to four weeks of leave. This leave can be taken within the first eight weeks after the child’s birth. The reform came into effect on October 1, 2022 and is part of Japan’s ongoing efforts to promote paternal involvement in early childcare.

Source: Kato, T. (2024). Paternal involvement in childcare in Japan. *Asian Population Studies*, 20(2), 121-123.

Legislation: Child Care and Family Care Leave Act, Art. 5(1); Employment Insurance Act, Art. 61-4

Lesotho	Country code 570
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Statutory paternity leave was introduced in 2024, granting fathers 14 days of leave.

Legislation: Labour Act No. 3 of 2024

Libya	Country code 620
<p>Under Law No. 12 of 2010 on Labour Relations (also cited as 1378 FDP, 2010 AD), employees are entitled to emergency leave. According to Article 31, this leave shall not exceed three days at a time and a maximum of twelve days per year. Emergency leave is distinct from annual leave and any unused days are forfeited at the end of the year.</p>	
Mongolia	Country code 712
<p>Since 2023, under the amended Labour Law, fathers are entitled to 10 days of paid paternity leave.  <i>Legislation:</i> Labour Law of Mongolia of 2021, Art. 137.5</p>	
Namibia	Country code 565
<p>Cabinet has approved the introduction of paternity leave to the Labour Act in 2023 and directed that it be adopted in the public service.  <i>Source:</i> Petersen, S. (2023). Paternity leave to be introduced into Labour Act, <i>The Namibian</i>. Available at: <a href="https://www.namibian.com.na/paternity-leave-to-be-introduced-into-labour-act/">https://www.namibian.com.na/paternity-leave-to-be-introduced-into-labour-act/</a></p>	
Nigeria	Country code 475
<p>In November 2022, the Office of the Head of the Civil Service of the Federation (HoCSF) issued a circular (ref. HCSF/SPSO/ODD/NCE/RR/650309/3) dated 25 November 2022, approving 14 working days of paternity leave for federal civil servants.  Other measures are currently under discussion, including a proposal from the Abia State Assembly to extend paternity leave to 21 days for male civil servants in that state.  <i>Sources:</i> Emejor, C. (2022) FG Approves 14-Day Paternity Leave For Male Civil Servants, <i>Independent</i>. Available at: <a href="https://independent.ng/fg-approves-14-day-paternity-leave-for-male-civil-servants/">https://independent.ng/fg-approves-14-day-paternity-leave-for-male-civil-servants/</a>  Chibuike, D. (2025). Abia Assembly okays 21 days paternity leave for male civil servants, <i>Daily Post</i>. Available at: <a href="https://dailypost.ng/2025/03/19/abia-assembly-okays-21-days-paternity-leave-for-male-civil-servants/">https://dailypost.ng/2025/03/19/abia-assembly-okays-21-days-paternity-leave-for-male-civil-servants/</a></p>	
Oman	Country code 698
<p>Paternity leave was formally introduced in 2023 under Royal Decree No. 53/2023, which issued the new Labour Law. Fathers are entitled to 7 days of paid leave as a special leave related to childbirth.  <i>Legislation:</i> Labour Law, Art. 84</p>	
Pakistan	Country code 770
<p>Until recently, Pakistan's labour law did not generally guarantee paid paternity leave. Only limited paternity leave existed in certain provinces or for certain public-sector employees – for example, under a provincial (e.g. Punjab) rule, male civil servants might get a short 7-day paid paternity leave, and this was not a universal entitlement.  In January 2020 the upper house of parliament (the Senate) passed a draft Maternity and Paternity Leave Bill, 2018, which proposed – for the first time – paid paternity leave (30 days) for fathers and extended paid maternity leave for mothers. The bill became law in 2023 when the President gave assent. Under the resulting Maternity and Paternity Leave Act, 2023: male employees under federal government administrative control are entitled to 30 days fully paid paternity leave, up to three times during their service. The law applies to “public and private establishments under administrative control of the federal government” (not necessarily all private-sector employers).  <i>Source:</i> Radio Pakistan. (2023). President approves Maternity and Paternity Leave Bill. Available at: <a href="https://www.radio.gov.pk/20-06-2023/president-approves-maternity-and-paternity-leave-bill">https://www.radio.gov.pk/20-06-2023/president-approves-maternity-and-paternity-leave-bill</a></p>	
Sierra Leone	Country code 451
<p>Sierra Leone introduced statutory paternity leave under the Employment Act 2023 (No. 15 of 2023). The law entitles male workers to two weeks of fully paid paternity leave upon the birth of a child, subject to at least one week's written notice to the employer.  <i>Legislation:</i> Employment Act 2023, Sec. 77</p>	

Slovakia	Country code 317
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In 2023, a new parental leave scheme was introduced, providing a total of 28 weeks of leave for fathers. Within this framework, fathers are now entitled to 2 weeks of paternity leave, which can be taken simultaneously with the mother's maternity leave. Although the total duration of leave available to fathers remains 28 weeks, this change allows for a portion of leave to overlap with the mother's, facilitating shared childcare responsibilities

Source: Dančíková, Z. (2023). *Understanding daddy quotas as a part of the gender structure: the case of the Slovak leave policy for fathers*. PhD Thesis. London School of Economics and Political Science.

Legislation: Labour Code, Art. 166

Trinidad and Tobago	Country Code 52
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In practice, some public-sector or unionized workplaces (for example the police) introduced paternity-leave arrangements via collective agreements; one such agreement, for police officers, was hailed in 1998 as "a history-making event" to better support family life.

In recent years there has been renewed public and political pressure to formalize paternity leave at national level. In 2024, the opposition leader called for paid paternity leave for fathers across both public and private sectors. In 2025 there is growing debate: a local assemblyman has proposed a policy for one-month paternity leave in a regional government jurisdiction, calling attention to fathers' role in parental support. However, as of now, no national statutory paternity-leave law exists — meaning paternity leave remains de facto dependent on employer discretion rather than a legal entitlement.

Source: Connelly, C. (2025). Assemblyman wants one month paternity leave for fathers. *Trinidad and Tobago Newsday*. Available at: <https://newsday.co.tt/2025/11/11/assemblyman-wants-one-month-paternity-leave-for-fathers/?>

United States of America	Country code 2
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At the federal level, there is no statutory entitlement specifically for paternity leave. However, several states have enacted laws providing parents with additional maternity, paternity, or general parental leave, including some provisions for paid family leave. Fathers may take advantage of these entitlements, although most unpaid family leave schemes are gender-neutral, allowing either parent to use the leave rather than reserving it specifically for fathers. For example, Montana provided 15 days of unpaid leave specifically for the "birth father" who is a state employee, to be taken at the time of the child's birth (§2-18-606, Montana State Employees' Parental Leave Act of 1991).

Source: Petts, R. J., Engeman, C., Gabel, S. G., & Kaufman, G. (2022). Disparities in access to paid leave in the US: differences between parenting and other types of leaves. In *Research Handbook on Leave Policy* (pp. 258-275). Edward Elgar Publishing.

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## APPENDIX III: NOTES ON ADDITIONAL CASES OUTSIDE THE STANDARD INCLUSION CRITERIA

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In addition to the 122 countries included in the core list, the dataset also provides information on seven additional countries that do not meet the WeSIS criteria outlined in the introduction (e.g. having at least 500,000 inhabitants). However, because paternity leave was known to exist in these countries during the data collection period, they are included in the dataset. A brief description is provided below.

Bahamas	Country code 31
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Paternity leave in The Bahamas is not provided as a paid entitlement under national labour law. Instead, under the Employment Act 2001 (as amended), an employee who has been continuously employed for at least six months is eligible for up to one week of unpaid “family leave” in the event of the birth of a child (or death/illness of a spouse, parent, or child).

*Legislation:* Act No. 27 of 2001 Employment

Eritrea	Country code 531
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Under the *Labour Proclamation of Eritrea No. 118/2001*, there is no statutory provision for paid paternity leave. However, Article 58(2) provides employees with leave without pay for five consecutive days in cases of exceptional and serious family-related occurrences.

*Legislation:* Labour Proclamation of Eritrea No. 118/2001

Hong Kong	Country code 720
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Hong Kong introduced statutory paternity leave in February 2015 through amendments to the Employment Ordinance, granting eligible employed fathers three days of paid leave per birth. The leave had to be taken within a short window before or after the child’s delivery, and payment—set at 80% of the employee’s average daily wages—was made directly by employers. Eligibility required the father to be an employee under a continuous contract, and the scheme did not extend to the self-employed. In January 2019, Hong Kong expanded the entitlement to five days of paid leave for children born on or after the effective date. Throughout this period, the legislation applied only to employees who were biological fathers and did not provide specific rights for adoptive fathers or same-sex partners.

*Legislation:* Employment (Amendment) Ordinance 2014 (Ordinance No. 21 of 2014)

Maldives	Country code 781
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In Maldives, paternity leave was formally introduced through the Employment Act 2008 (Act No. 2/2008), which marked the country’s first comprehensive framework governing leave entitlements. Under Section 48 of the Act, male employees became entitled to three days of paid leave on the occasion of the birth of a child, commencing from the date of birth.

*Legislation:* Employment Act 2008, Sec. 48

Malta	Country code 338
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Historically, paternity leave provisions emerged first in the public sector. In 1996, improvements to working conditions for public employees working at least 20 hours per week introduced pro-rated benefits including two days of paternal leave on the birth of a child.

For the private sector (introduced in 2007), entitlements varied depending on the relevant Wage Regulation Order (WRO). Where no WRO applied, the Minimum Special Leave Entitlement Regulations granted one working day of paid birth leave to fathers. In contrast, public service employees benefited from longer paid leave; prior to recent reforms, five working days of paid paternity leave were available in the public sector.

Recent developments further strengthened public sector rights. OPM Circular No. 11/2022 (issued 2 August 2022) enhanced work-life balance measures for government employees, introducing ten days of paid Parent Leave for fathers or equivalent second parents, along with expanded access to parental leave and related work-life balance provisions within the public service.

*Legislation:* Minimum Special Leave Entitlement Regulations, Secs. 2 and 4; Wholesale and Retail Trades Wages Council Wage Regulation Order, Sec. 10, The Work-Life Balance for Parents and Carers Regulations, Sec. 4

Samoa

Country code 990

Paternity leave in Samoa was first introduced for public-sector employees in 2009 through the Public Service Commission's Working Conditions and Entitlements manual, which granted five days of paid leave to new fathers. A nationwide entitlement followed in the Labour and Employment Relations Act 2013, which provided at least five days of paid paternity leave for private-sector workers who had completed 12 months of continuous employment and were legally recognised as the child's father.

*Legislation:* Labour and Employment Relations Act 2013

Seychelles

Country code 591

Paternity leave in Seychelles was introduced in 2015, granting fathers five days of fully paid leave financed directly by employers. In 2018 the entitlement was extended to ten days and the financing model changed: the benefit began to be funded through general taxation up to a statutory limit, with employers topping up the difference to maintain full pay. Since the 2018 reform, self-employed fathers have also been covered under the paternity benefit scheme.

*Legislation:* Employment (Conditions of Employment) (Amendment) Regulations, 2015