

**SELECT FOREIGN EXTO LAWS: BY COUNTRY**

Country	Terms of Benefit	Eligibility	Funding Source	Comments
<b>AUSTRALIA</b>				
<b>Maternity</b>	No general statutory entitlement to time off for maternity purposes. (But see Parental Time Off.) <sup>1</sup>	N/A	N/A	Around 45% of female employees have an employment right to some level of paid time off for maternity purposes as specified in the award or workplace agreement that determines their wages and conditions. Significantly more common for public sector employees. <sup>1</sup>
<b>Paternity</b>	No general statutory entitlement to time off for paternity purposes. (But see Parental Time Off.) <sup>1</sup>	N/A	N/A	Around 33% of male employees have an employment right to some level of paid time off for paternity purposes as specified in the award or workplace agreement that determines their wages and conditions. Significantly more common for public sector employees. <sup>1</sup>
<b>Parental</b>	Fifty-two unpaid weeks off per family, shared between parents, around the birth or adoption of a child (up to age 5 years). A woman can start to take time off up to 10 weeks before her baby is due. Time off can be taken in conjunction with other kinds of paid time off, such as employer paid maternity or paternity time off (if available), but for each period of paid time off used the unpaid parental time off entitlement is reduced by the same amount (i.e., the maximum time available is a total of 52 weeks). <sup>1</sup>	Employees in permanent positions (full time or part time) are eligible if they have served 12 months continuous service with the same employer by the time of the birth of the child. Casual employees are also eligible for the above entitlements provided they have been engaged on a regular systematic basis for at least one year. A “casual employee” is an employee with no preset scheduled hours of work who is called in on an “as needed” basis, either day by day or for a longer temporary period. <sup>1</sup>	Unpaid. <sup>1</sup>	Australian parental time off begins immediately at birth. Except for the week following the birth of the child, when both parents can take time off, the remainder of the time can be taken off by only one or the other parent, with both parents splitting the total fifty-two weeks. <sup>1</sup>
<b>Short-term Disability</b>	Employees receive means tested flat rate benefit. The amount of the payment is subject to income and asset tests. No statutory benefit duration. <sup>4,5</sup>	Available for employees age 21 and over. <sup>4,5</sup>	Social insurance fund. Employers, employees and government contribute. <sup>4,5</sup>	The recipient must be an Australia resident living in Australia to claim the benefit. <sup>4,5</sup>
<b>Paid Vacation</b>	Statutory – 20 days paid time off required per year. <sup>5</sup>	Available for all full-time employees. <sup>5</sup>	Employers. <sup>5</sup>	

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<b>BELGIUM</b>				
<b>Maternity</b>	Fifteen weeks of paid time off. Private sector workers paid 82% of wages for one month, and 75% of wages thereafter, subject to \$95 per day ceiling after first month. In the public sector statutory civil servants receive full salary, contractual civil servants are paid at the same rates as private sector employees. <sup>1,3</sup>	All female employees are entitled to time off with an earnings-related benefit. Separate system for self-employed women. <sup>1</sup>	Funded through social-insurance fund. Employers, employees and government (paid from sickness and invalidity fund) contribute. <sup>3</sup>	A female employee can begin to take time off six weeks before her baby is due or can delay the start to one week before the birth. At least nine weeks off are obligatory following delivery. <sup>1</sup>
<b>Paternity</b>	10 days paid time off, 3 of which are compulsory and must be taken immediately after the birth of a child. First 3 days paid at 100%, remaining days paid at 82%. <sup>1,3</sup>	All male employees are eligible (except self-employed). <sup>1</sup>	First three days at 100% paid by employer; remaining days at 82% paid through social health insurance. Employers, employees and government contribute. <sup>1,3</sup>	
<b>Parental</b>	Each parent individually entitled to 13 weeks full time paid time off for up to 26 weeks for childcare for each child up to age 4. Paid at flat rate of US \$551 per month. <sup>1,3</sup>	Employee must have completed one year's employment with employer and have or expect to have parental responsibility. <sup>1</sup>	Funded from unemployment benefit fund. Employers, employees and government contribute. <sup>3</sup>	Time off may be broken into increments (e.g., one month at full-time + two months at half-time + five months at one fifth time). <sup>1</sup>
<b>Short-term Disability</b>	The benefit is equal to 60% of earnings, subject to a ceiling. After the 31st day of incapacity, the entitlement is 55%; 60% if there are dependents or if the insured is the sole breadwinner. Benefits are normally not payable if the employer provides short-term disability benefits. Self-employed workers receive a flat rate benefit with a three-month waiting period (up to one year in total). <sup>4</sup>	All employees with a minimum amount of contributions and six months of payment into state insurance, including 120 days of paid or credited work and insurance contribution in the last quarter. <sup>4</sup>	State social security program. Employees, employers and government contribute. <sup>4</sup>	
<b>Paid Vacation</b>	Statutory – 20 days paid time off required per year.  CBAs – average of 25 days. <sup>3</sup>		Employers. <sup>3</sup>	

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<b>CANADA</b>				
<b>Maternity</b>	Fifteen to eighteen weeks (varies by jurisdiction) paid at 55% of previous average earnings to a maximum benefit of C\$413 (U.S. \$350) per week. Benefit rises to 80% of previous average earnings for low-income earners. <sup>1,3</sup>	Varies by jurisdiction, but generally female employees must have been employed by the same employer for a certain (usually continual) amount of time (12-13 months or 600 hours). Self-employed women generally are not eligible. <sup>1</sup>	Funded through the unemployment insurance fund. Employers and employees contribute. <sup>3</sup>	Under rulings from Canada's Supreme Court time off for maternity purposes has been defined as a combination of voluntary and health related time off.
<b>Paternity</b>	Four days off before birth and three days after birth, all unpaid. <sup>1,3</sup>	All male employees who have been employed continuously for one year. <sup>1</sup>	Unpaid. <sup>1</sup>	
<b>Parental</b>	Parents share thirty-five weeks of paid parental time off at 55% of wages. In all jurisdictions except Yukon parents can take time off at the same time. Maternity and parental time off must be taken consecutively if the maximum of both are taken. <sup>1,3</sup>	Varies by jurisdiction, but generally, employee must have been employed by the same employer for a certain (usually continual) amount of time (12-13 months). Some types of employment are excluded from eligibility, including students, agricultural workers and small business workers. Parent must have worked 600 hours in last 52 weeks. <sup>1</sup>	Funded through unemployment insurance fund. Employers and employees contribute. <sup>3</sup>	Combined maternity and parental benefit cannot exceed fifty two weeks. <sup>1</sup>
<b>Short-term Disability</b>	Employees may receive 55% of weekly insurable earnings, with a family supplement for low income earners. Benefits extend for up to 15 weeks per year. <sup>4</sup>	All employees with 600 hours of insurable earnings in the last 52 weeks. <sup>4</sup>	Funded through the unemployment insurance fund. Employers and employees contribute. <sup>4</sup>	
<b>Paid Vacation</b>	Statutory – 10 days paid time off required per year. Employees also have a right to a third unpaid week.  CBA's – most secure 15 days after five years, 20 days after six to ten years, 25 days after seventeen to twenty years. <sup>3</sup>		Employers. <sup>3</sup>	

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<b>CHINA</b>				
<b>Maternity</b>	90 days at 100 percent of wages. <sup>5</sup>	All female workers are eligible. <sup>5</sup>	Employers pay full cost. <sup>5</sup>	Actual maternity time off in China is somewhat less than what is statutorily mandated because China's vast pool of cheap labor makes it easy for employers to refuse to pay maternity time off or simply fire women when they become pregnant. <sup>5</sup>
<b>Paternity</b>	No statutorily required paid or unpaid time off. <sup>5</sup>	N/A	N/A	N/A
<b>Parental</b>	No statutorily required paid or unpaid time off. <sup>5</sup>	N/A	N/A	N/A
<b>Short-term Disability</b>	Employees receive 60% to 100% of wages according to the length of service, until recovery or the determination of permanent disability. <sup>4,5</sup>	Permanent and contract employees in state-run enterprises and some collective enterprises are covered. Employees of government and communist party organizations; employees of cultural, educational and scientific institutions and university students are covered under government-funded employer-administered programs. <sup>4,5</sup>	Benefit is payable by the employer for up to six months each year; thereafter 40% to 60% is payable by the employer and the balance is paid by the government until recovery or the determination of permanent disability. <sup>4,5</sup>	Contract workers receive the same benefits as permanent workers. <sup>5</sup>
<b>Paid Vacation</b>	Statutory – 10 days paid time off required per year. <sup>5</sup>	Available for laborers who have been working for one year or more <sup>5</sup>	Employers. <sup>5</sup>	

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<b>CZECH REPUBLIC</b>				
<b>Maternity</b>	Twenty-eight weeks (six to eight weeks before the birth and 20-22 weeks following the birth) at 69% of gross daily wage up to a maximum ceiling of CZ606 (US \$26.98). <sup>1</sup>	Employees who have contributed to sickness insurance for at least 270 days during the last two years. Self-employed workers are eligible if they have contributed to sickness insurance for at least 270 days during the last two years, 180 of which must be in the last year. <sup>1</sup>	Funded by a social security system. Employers, employees and the government contribute. <sup>5</sup>	In the case of a single parent or multiple births, the length of time off increases by 9 weeks. For a stillborn, the mother is granted 14 weeks of time off. <sup>1</sup>
<b>Paternity</b>	No statutorily required paid or unpaid time off. <sup>1</sup>	N/A	N/A	
<b>Parental</b>	Both parents can take time off until the child's third birthday, with only one receiving a flat rate benefit of CZ3,696 (US \$164.30) per month for the full parental benefit period. Entitlement is individual in that each parent can take the full 3 years, but only one parent receives the benefit. <sup>1</sup>	No special requirements, but each parent must ask for formal approval from the employer. (Note: The sources do not say whether an employer has a right to deny time off or under what circumstances.) <sup>1</sup>	Funded by social security system. Employers, employees and government contribute. <sup>1,5</sup>	Parents can work, full or part time, while receiving parental benefit. Both parents can take parental time off at the same time, but only one is entitled to the parental benefit. Parents can alternate in receiving the benefit as often as they want. <sup>1</sup>
<b>Short-term Disability</b>	Employees receive 50% of their average wage for first 3 days, then 69% of their average wage from the 4 <sup>th</sup> day. Available for up to one year; extended up to 2 years if recovery is likely. <sup>4,5</sup>	Time off is available for all employees. Only those with gross earnings over 400 CZK (US \$17.80) a month or working more than 7 days a month are insured to receive the benefit. A doctor's certificate is required from the first day of illness. No minimum period of residence or employment. <sup>4,5</sup>	Employers and employees contribute to healthcare fund. If funds are insufficient, government contributes. <sup>4,5</sup>	
<b>Paid Vacation</b>	Statutory – 4 to 8 weeks of annual time off, depending on the profession. <sup>5</sup>	Employees in organizations engaged in non-entrepreneurial activities have a right to five weeks; teachers are entitled to eight weeks. <sup>5</sup>	Employers. <sup>5</sup>	

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<b>DENMARK</b>				
<b>Maternity</b>	Eighteen weeks paid time off, four weeks before birth and 14 weeks following, at 100% of wages up to a flat rate ceiling of DKK3,205 (US \$ 539) weekly. In practice many employers pay the difference between the flat rate ceiling and the employee's usual wage. Nearly all public sector employees and some private sector employees receive this additional benefit. <sup>1,3</sup>	Mother must have worked at least 120 hours in the 13 weeks preceding the paid time off. Self-employed worker eligibility is based on professional activity on a certain statutorily-defined scale for a duration of at least six months within the 12 months preceding the birth. <sup>1</sup>	Funded by employers and the government. Employers pay the whole cost for first two weeks; local government pays cost from third week on. <sup>3</sup>	All public sector employees, through collective agreements, receive full earnings in 24 of the 52 weeks of time off statutorily given for maternity, paternity, and parental time off combined. <sup>1</sup>
<b>Paternity</b>	10 days paid time off. 100% of wages up to a flat rate ceiling of DKK3,205 (US \$ 539) weekly. In practice many employers pay the difference between the flat rate ceiling and the employee's usual wage. Nearly all public sector employees and some private sector employees receive this additional benefit. <sup>1,3</sup>	Employee must have worked at least 120 hours in the 13 weeks preceding the paid time off. Self employed workers may be eligible if they have engaged in professional activity on a statutorily set scale for a duration of at least six months within the 12 month period immediately preceding the time off. <sup>1</sup>	Employers, employees and the government contribute. <sup>3</sup>	"Use or Lose:" These 10 days are designated for the father, if he does not use them they are lost to the family. <sup>3</sup>
<b>Parental</b>	Parents share 32 paid weeks at 100% of wages up to a flat rate ceiling of DKK3,205 (US \$ 539) weekly. In practice many employers pay the difference between the flat rate ceiling and the employee's usual wage. Nearly all public sector employees and some private sector employees receive this additional benefit. <sup>1,3</sup>	Employee must have worked at least 120 hours in the 13 weeks preceding the paid time off. Self-employed workers may be eligible if they have engaged in professional activity on a statutorily set scale for a duration of at least six months within the 12-month period immediately preceding the time off. <sup>1</sup>	Employers, employees and government contribute. <sup>3</sup>	Parents can extend the 32 weeks to 40 or 46 weeks at a reduced benefit level. The 32 weeks can be taken at anytime until the child is 48 weeks old. <sup>1</sup>
<b>Short-term Disability</b>	Employees receive up to 100% of maximum unemployment benefit, calculated depending on wage and contractual working hours. Employees may take up to 52 weeks within any 18-month period. <sup>4</sup>	All employees with 120 hours of work in the last 13 weeks are eligible. <sup>4</sup>	Funded through social security. Contributions from employers, employees and government. <sup>4</sup>	
<b>Paid Vacation</b>	Statutory – 25 days paid time off required per year.  CBA's – Average of 32 days secured. Employees with children under age 14 receive additional day off. <sup>3</sup>		Employers. <sup>3</sup>	

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<b>FRANCE</b>				
<b>Maternity</b>	Sixteen weeks (at least four weeks before the birth and at least ten weeks following the birth, two can be taken before or after) at 100% of earnings up to a ceiling of 2,589 Euros (US \$3,245.40) a month. <sup>1</sup>	All employees and self-employed workers are eligible. <sup>1</sup>	Funded through healthcare insurance fund. Employers, employees and the government contribute. <sup>3</sup>	In the case of multiple or premature births, the length of time off increases to 12 weeks after birth. Mothers having a third or higher order child receive 24 weeks of time off. <sup>1</sup>
<b>Paternity</b>	Two weeks at 100% of earnings up to a ceiling of 2,589 Euros (US \$3,245.78) a month that must be taken within four months following the birth. <sup>1,3</sup>	All employees and self-employed workers are eligible. <sup>1</sup>	Funded through healthcare insurance fund. Employers, employees and the government contribute. <sup>3</sup>	
<b>Parental</b>	Either parent (but not both) can take time off until the child reaches three years. Benefit is a flat rate payment (513 euros (US \$643) per month in 2005) that is paid to families whose income is below a certain level. In 2005 the income ceiling was such that 90 percent of families were eligible for the benefit. Large families (with three or more children) are paid 750 euros (US \$940) per month. <sup>1,3</sup>	All employees who have worked at least one year before the birth of a child and whose income is below the statutory ceiling. Families whose income is above the statutory ceiling are eligible for the time off, but not the benefit. For parents with only one child either the father or the mother must have been continuously working for two years before the birth, and the allowance is allocated for six months only. <sup>1</sup>	Funded through health care insurance fund. Employers, employees and government contribute. <sup>3</sup>	Parents can work between 16 and 32 hours per week with a reduced benefit, but the amount of the benefit will be reduced if either parent does so. The new scheme was put into effect in January 2004 and expanded the prior parental time off scheme to include employees with only one child, although these families face stricter eligibility requirements (see eligibility). <sup>1</sup>
<b>Short-term Disability</b>	Employees receive 50% of earnings. This amount is raised to 66.66% after 30 days if the employee has three or more children. The benefit is available for up to three years in total. <sup>4</sup>	The benefit is payable for up to 6 months if the insured has at least 200 hours of paid employment in the last 3 months; payable for six months to three years if the insured has at least 800 hours of paid employment in the last 12 months, including 200 hours in the last 3 months. Special scheme for self employed workers. <sup>4</sup>	Funded through social insurance. Employees, employers and government contribute. <sup>4</sup>	
<b>Paid Vacation</b>	Statutory – 25 days paid time off required per year. <sup>3</sup>		Employers. <sup>3</sup>	

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<b>GERMANY</b>				
<b>Maternity</b>	Fourteen weeks, six before the birth and eight after, at 100% of earnings up to a flat rate ceiling. Women may continue with paid work until birth if they explicitly declare it is their personal decision to do so. For two months after birth, a woman is not permitted to engage in paid work for "health reasons." <sup>1,2,3</sup>	All female employees (except the self-employed) are eligible, including those employed part time, even if working below the statutory social insurance threshold. <sup>1</sup>	Funded through healthcare insurance fund. Employers, employees and government contribute. Many employers pay the difference between the flat rate ceiling and the employee's average wage. <sup>3</sup>	Length of time off increases to 12 weeks after the birth in the case of multiple or premature births. In certain circumstances other relatives living with the newborn child may receive the benefit (such as in the case of death or chronic illness of the mother). <sup>1</sup>
<b>Paternity</b>	No statutorily required paid or unpaid time off. <sup>1,2,3</sup>	N/A	N/A	
<b>Parental</b>	Time off up to three years after childbirth shared per family paid at 300 euros (US \$376.05) a month. Paid to families for 24 months where parents are not employed more than 30 hours a week. The benefit is means- tested and only paid to two parent families whose net (post-tax) annual income is below 30,000 euros (\$US \$37,608) or single parents below 23,000 euros (\$US \$28,833). (The sources are not clear on whether the income limits are the income before the time off or during it.) <sup>1,2,3</sup>	All parents gainfully employed at date of birth and who meet statutory income requirements are eligible for time off. Parents not employed for more than 30 hours a week are eligible for the reduced benefit as long as they meet the income requirements. <sup>1</sup>	Federal government pays full cost. <sup>3</sup>	The benefit can be taken at a higher 450 euros (US \$564.05) per month rate over a shorter 12-month period. The final year of time off may be taken up to a child's eighth birthday with the employer's agreement. Both parents are entitled to take time off at the same time or either can take two periods of time off as long as the total combined time off is not greater than three years. <sup>1</sup>
<b>Short-term Disability</b>	Employees receive 100% of earnings for up to six weeks, then 70% of covered earnings. Benefit is available for up to 78 weeks in total within each 3 year period. <sup>4</sup>	All employees are eligible. <sup>4</sup>	German pension insurance scheme. Employers, employees and government contribute. <sup>4</sup>	
<b>Paid Vacation</b>	Statutory – 20 days paid time off required per year.  CBA's – Average of 29.1 days secured. <sup>3</sup>		Employers. <sup>3</sup>	



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<b>INDIA</b>				
<b>Maternity</b>	Maximum of 12 weeks, to be taken before or after childbirth with no more than six weeks before the expected delivery. Paid at the rate of the employee's average daily wage. <sup>5</sup>	Every female employee, whether employed directly or through a contractor, who has actually worked in the establishment for a period of at least 80 days during the 12 months prior to the expected delivery date. <sup>5</sup>	Funded by social security. Employer, employees and government contribute. <sup>5</sup>	In case of a miscarriage a woman is entitled to six weeks paid time off from the date of the miscarriage. <sup>5</sup>
<b>Paternity</b>	Central government grants 15 days paid paternity time off at 100% of wages. Some specific states have their own paternity time off policies. <sup>5</sup>	Available for employees who are in insured employment for a minimum of 70 days during two designated six-month periods, one of which is the six months immediately preceding the birth. <sup>5</sup>	Employer. <sup>5</sup>	
<b>Parental</b>	No statutorily required paid or unpaid time off. <sup>5</sup>	N/A	N/A	
<b>Short-term Disability</b>	The government pays flat rate benefit to low income workers between 14 and 125 rupees (US \$ 0.31 and \$2.76). Exact rate is determined by income level. The benefit varies, but it is around 50% of the average daily wage. The benefit is payable after a two day waiting period for up to 91 days in any two consecutive designated six month periods. <sup>4,5</sup>	Employees with monthly earnings of 6,500 rupees (US \$144) or less working in power-using manufacturing establishments with 10 or more workers or non-power using establishments with 20 or more workers are eligible. Employee must be in insured employment for 78 days during a six-month period within the last 15 months. <sup>4,5</sup>	Paid through social insurance fund. Employers, employees and government contribute. <sup>5</sup>	The benefit may be extended for certain chronic illnesses for up to two years. For "family planning" purposes seven of fourteen days of cash sickness benefit are paid at a double rate, plus additional days for complications, depending on the nature of the sterilization operation. <sup>4,5</sup>
<b>Paid Vacation</b>	Statutory – 10 days paid vacation required per year.  The average time off across all employers is 30 days paid. <sup>5</sup>		Employer. <sup>5</sup>	

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<b>JAPAN</b>				
<b>Maternity</b>	Fourteen weeks at 60% of wages, six weeks before childbirth and eight weeks after. An employee who is expecting a multiple birth is entitled to prenatal time off of 10 weeks. <sup>5</sup>	All female employees are eligible. <sup>5</sup>	Paid by government-funded social security. <sup>5</sup>	N/A
<b>Paternity</b>	No statutorily required paid or unpaid time off. <sup>5</sup>	N/A	N/A	
<b>Parental</b>	Workers may request the right to time off to care for a child who is less than one year old. Both parents are entitled to take one period of time off. Employees covered by the Employment Insurance System receive 25% of their regular monthly wages. <sup>5</sup>	All workers are eligible. Employers cannot reject requests for time off unless the worker has been employed for less than one year or when the spouse is able to care for the child. Employees who have paid into the Employment Insurance System are eligible for the “child care leave allowance.” <sup>5</sup>	For eligible employees the benefit is paid from the national unemployment insurance system to which employers, employees and the government contribute. <sup>5</sup>	The government has issued additional guidelines to encourage employers to implement their own childcare time off systems. <sup>5</sup>
<b>Short-term Disability</b>	An employee who is sick or injured gets a benefit at 60% of the worker’s average wage after a 3-day waiting period for up to 18 months or until the determination of a permanent disability. Health insurance societies may provide more generous benefit. <sup>4,5</sup>	Employees of firms in industry and commerce with five or more employees are covered by the government-managed program; unless the insured is a member of an occupational health insurance society. <sup>4,5</sup>	Funded by employee health insurance. Employers, employees and government contribute. <sup>5</sup>	
<b>Paid Vacation</b>	Statutory – 10 working days required per year. The days may be consecutive or divided into portions. <sup>5</sup>	Available for workers who have been employed continuously for six months and who have reported for work at least 80 percent of the total working days. Workers who have been continuously employed for at least one and a half years get one additional day of time off for each year beyond the first six months. <sup>5</sup>		Japan is notable because generally less than 50% of allowed annual time off is actually taken. <sup>5</sup>

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<b>SINGAPORE</b>				
<b>Maternity</b>	12 weeks. First eight weeks are paid at 100% of wages, remaining 4 weeks are paid at 100% of wages up to a statutorily set ceiling of SD10,000 (US \$6,331) for the four week period. <sup>5</sup>	A woman is eligible if her child is a Singapore citizen, she has 4 or fewer living children (excluding adopted and step children) she is lawfully married to the child's father, and she has served her employer for at least 180 days before the birth of the child. <sup>5</sup>	The first eight weeks are paid by the employer. The additional four weeks are paid by the government with a cap of SD10,000 (US \$6,331) for the four week period. For the third and fourth child the employer funds the full 12 weeks with a cap of SD30,000 (US \$18,991). <sup>5</sup>	The amount of maternity time off available increased from 8 to 12 weeks in 2004. If the mother and the employer agree, the additional 4 weeks may be taken flexibly over a period of six months after the birth of the child. <sup>5</sup>
<b>Paternity</b>	No statutorily required paid or unpaid time off. <sup>5</sup>	N/A	N/A	Pro-family campaigns in recent years have led to 45% of private companies granting paid paternity time off to their staff. Paternity time off was more common among the financial services (56%) and manufacturing (55%) industries. In contrast, less than one-third (30%) of construction establishments accorded this benefit. <sup>5</sup>
<b>Parental</b>	Upon agreement of the mother and employer, the final four weeks of the 12-week time off for maternity purposes (see time off for maternity purposes chart) can be taken flexibly over a period of six months after the birth of the child. <sup>5</sup>	A woman is eligible if her child is a Singapore citizen, she has 4 or fewer living children (excluding adopted and step children) she is lawfully married to the child's father, and she has served her employer for at least 180 days before the birth of the child. <sup>5</sup>	The first eight weeks are paid by the employer, the additional four weeks are paid by the government with a cap of SD10,000 (US \$6,331) for the four week period. For the third and fourth child the employer funds the full 12 weeks with a cap of SD30,000 (US \$18,991). <sup>5</sup>	
<b>Short-term Disability</b>	Employees may take up to sixty days time off per year if hospitalized. Paid at 100% of wages. <sup>4,5</sup>	All employees who have been employed for six months by the same employer are eligible. <sup>4,5</sup>	Employers. <sup>5</sup>	
<b>Paid Vacation</b>	Statutory – 15 days paid time off per year. <sup>5</sup>		Employers. <sup>5</sup>	

Country	Terms of Benefit	Eligibility	Funding Source	Comments
<b>UNITED KINGDOM</b>				
<b>Maternity</b>	Twenty-six to fifty-two weeks time off. Time off paid at 90% of woman's average earnings for six weeks plus a flat rate payment of 108.85 pounds (US \$201.81) per week for the following 20 weeks. The remaining 26 weeks, when available (see eligibility), are unpaid. A woman can start her time off from the beginning of the 11 <sup>th</sup> week before her baby is due. <sup>1,3</sup>	For female employees who have completed 26 weeks continuous service ending with the 15 <sup>th</sup> week before the baby is due: 26 weeks paid time off and an additional 26 weeks unpaid time off  All other female employees and self-employed workers who have worked 26 out of the 66 weeks preceding the expected week of childbirth: 26 weeks paid time off. <sup>1</sup>	Funded through social insurance fund. Employers, employees and the government contribute with the government paying a substantial subsidy. <sup>3</sup>	Many employers' provisions go beyond the statutory minimum. In 2004, 57% of workplaces with 10 or more employees provided fully paid time off, i.e. time off paid at 100% of wages, for maternity purposes. Of the workplaces surveyed, about a quarter said that fully-paid maternity time off was provided for six weeks or less. Forty four percent provided between seven and twenty five weeks and twenty nine percent said that at least six months of fully paid maternity time off was provided. On average 16 weeks of fully-paid maternity time off was provided. <sup>1</sup>
<b>Paternity</b>	Two weeks paid time off to be taken during the first eight weeks of the child's life at a flat rate payment of 108.85 pounds (US \$201.80) per week. <sup>1,3</sup>	Male employees who meet three conditions: are the biological father of the child or the mother's husband or partner; expect to have responsibility for the child's upbringing; and have worked continuously for their employer for 26 weeks ending with the 15 <sup>th</sup> week before the baby is due. <sup>1</sup>	Funded through social insurance fund. Employers, employees and the government contribute with government paying a substantial subsidy. <sup>3</sup>	55 percent of workplaces with 10 or more employees provided fully paid time off for paternity or discretionary purposes for fathers. <sup>1</sup>
<b>Parental</b>	Four weeks of unpaid time off per parent per child in any one calendar year. Each parent may take a total of thirteen unpaid weeks per child that may be spread out over the time until the child's fifth birthday. Time off must be taken in blocks of one week or multiple weeks. <sup>1,3</sup>	All employees who have completed one year's continuous employment with their present employer and who have, or expect to have, parental responsibility for a child. <sup>1</sup>	Unpaid. <sup>3</sup>	The statutory scheme is referred to by the government as a "fallback scheme" since the government's intention is that "wherever possible employers and employees should make their own agreements about how parental time off will work in a particular workplace." A recent survey found that employers in 11% of workplaces provided parental time off beyond the statutory minimum. Only a quarter of the 11% - three percent of all workplaces - provided some payment for parental time off. <sup>1</sup>

*Workplace Flexibility 2010*  
*Extended Time Off*

<p><b>Short-term Disability</b></p>	<p>Employees receive a flat-rate benefit paid 75% of average earnings with a 3-day waiting period. Benefit is supplemented up to the full wage by 85% of employers with occupational sick pay. The benefit is available for up to 28 weeks per year.<sup>4</sup></p>	<p>Employees with contract for more than three months with their employer are eligible. (This is currently undergoing a statutory change to include all employees, regardless of duration of contract.)<sup>4</sup></p>	<p>Employers, employees and government contribute to social insurance.<sup>4</sup></p>	
<p><b>Paid Vacation</b></p>	<p>Statutory – 20 days paid time off required per year.  CBA's – Average of 24.5 days secured.<sup>3</sup></p>		<p>Employers.<sup>3</sup></p>	

**These charts contain information on employment-conditioned extended time off only. Countries may have additional programs for unemployed individuals.**

**This information is derived from the following sources:**

1. DEPARTMENT OF TRADE AND INDUSTRY, INTERNATIONAL REVIEW OF LEAVE POLICIES AND RELATED RESEARCH 59-229 (2006), *available at* <http://www.dti.gov.uk/files/file31948.pdf>.
2. FRIEDRICH EBERT FOUNDATION, WORKING TIME FOR WORKING FAMILIES: EUROPE AND THE UNITED STATES (2005).
3. JANET C. GORNICK AND MARCIA K. MEYERS, FAMILIES THAT WORK: POLICIES FOR RECONCILING PARENTHOOD AND EMPLOYMENT (Russel Sage Foundation 2003).
4. ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT, TRANSFORMING DISABILITY INTO ABILITY: POLICIES TO PROMOTE WORK AND INCOME SECURITY FOR DISABLED PEOPLE (2003), *available at* [http://www.oecd.org/document/14/0,2340,en\\_2649\\_35288841\\_35290126\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/14/0,2340,en_2649_35288841_35290126_1_1_1_1,00.html).
5. UNITED STATES SOCIAL SECURITY ADMINISTRATION, SOCIAL SECURITY PROGRAMS THROUGHOUT THE WORLD: ASIA AND THE PACIFIC, 2002 (2003), *available at* <http://www.ssa.gov/policy/docs/progdsc/ssptw/2002-2003/asia/> (Particular reference to fact sheets on China, India, Japan and Singapore).

All currency conversions were done at market rates on Tuesday, October 10, 2006.