

SUMMARY COMPARISON OF SELECT FOREIGN EXTO LAWS¹

| Country | PURPOSE OF TIME OFF | | | | |
|-----------------------|--|---|---|--|--|
| | Maternity | Paternity | Parental | Short-Term Disability | Vacation |
| AUSTRALIA | None ¹ | None ¹ | 52 weeks shared unpaid time off ¹ | Means tested flat rate benefit; no statutory benefit duration ^{4,5} | 20 days paid (statutory) ⁵ |
| BELGIUM | 15 weeks paid, first month paid at 85% of earnings, remainder at 75% and subject to a \$95/day cap ^{1,3} | 10 days off, first 3 paid at 100% of earnings, remainder paid at 82% ^{1,3} | 13 weeks paid full time off per parent ^{1,3} | 60% of earnings to 31 st day of incapacity, 55% after that up to one year ⁴ | 20 days paid (statutory); 25 days (CBAs) ³ |
| CANADA | 15 to 18 weeks paid at 55% of previous average earnings to a flat rate ceiling; paid at 80% for low income qualifiers ^{1,3} | 5 days before birth and 3 days after birth, unpaid ^{1,3} | 35 weeks shared time off paid at 55% of wages ^{1,3} | 55% of earnings for up to 15 weeks per year, plus supplement for low income qualifiers ⁴ | 10 days paid (statutory); 15 to 25 days (CBAs) ³ |
| CHINA | 90 days paid at 100% of wages ⁵ | None ⁵ | None ⁵ | 60% to 100% of wages, based on length of service, until recovery or determination of permanent disability ^{4,5} | 10 days paid (statutory) ⁵ |
| CZECH REPUBLIC | 28 weeks paid at 69% of wages up to a flat rate ceiling ¹ | None ¹ | Unlimited time off for both parents until child's third birthday; benefit paid to only one parent per month at flat rate ¹ | 50% of average wage for 3 days, 59% of average wage after that for one year ^{4,5} | 4 to 8 weeks paid (statutory) ³ |
| DENMARK | 18 weeks paid at 100% of wages up to a flat rate ceiling ^{1,3} | 10 days paid at 100% of wages up to flat rate ceiling ^{1,3} | 32 weeks shared time off paid at 100% of wages up to flat rate ceiling ^{1,3} | 100% of maximum unemployment benefit for up to 52 weeks ⁴ | 25 days paid (statutory); 32 days paid (CBAs) ³ |
| FRANCE | 16 weeks at 100% of wages up to a flat rate ceiling ¹ | 2 weeks at 100% of wages up to flat rate ceiling ^{1,3} | Unlimited time off for one parent until child's third birthday paid at flat rate monthly benefit ^{1,3} | 50% of wages for up to 3 years; raised to 66.66% after 30 days for employees with 3 or more children ⁴ | 25 days paid (statutory) ³ |
| GERMANY | 14 weeks paid at 100% of wages up to a flat rate ceiling ^{1,2,3} | None ^{1,2,3} | Unlimited time off for both parents until child's third birthday paid at means tested flat rate monthly benefit ^{1,2,3} | 100% of earnings for six weeks then 70% of earnings for 78 weeks in each 3 year period ⁴ | 20 days paid (statutory); 29.1 days paid (CBAs) ³ |

¹ Internationally, EXTO is generally jointly-funded, usually through social insurance funds to which employees, employers and the government all contribute. Exceptions include vacation time off for all countries and parental time off in Germany, maternity time off in China and short-term disability time off in Singapore.

Workplace Flexibility 2010
Extended Time Off

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| INDIA | 12 weeks at 100% of wages ⁵ | 15 days paid at 100% of wages ⁵ | None ⁵ | Flat rate benefit for low income workers for up to 91 days in any two consecutive six month periods ^{4,5} | 10 days paid (statutory); 30 days paid (CBAs) ⁵ |
| JAPAN | 14 weeks at 60% of wages ⁵ | None ⁵ | Parents can request time off until child's first birthday paid at 25% of monthly wages ⁵ | 60% of wages for up to 18 months or until the determination of a permanent disability ^{4,5} | 10 days paid (statutory) ⁵ |
| SINGAPORE | 12 weeks: four at 100% of wages and 8 at 100% of wages up to a flat rate ceiling ⁵ | None ⁵ | Mother gets four weeks before child is six months old paid at flat rate ⁵ | 14 days paid time off at 100% of wages per year, or 60 days if hospitalized ^{4,5} | 15 days paid (statutory) ⁵ |
| UNITED KINGDOM | 52 weeks: 6 weeks at 90% of wages plus a flat rate payment per week for the following 20 weeks; additional 26 weeks unpaid for some workers ^{1,3} | Two weeks paid at flat rate ^{1,3} | Thirteen weeks per parent unpaid, maximum of four weeks per year ^{1,3} | 70% of wages for up to 28 weeks per year ⁴ | 20 days paid (statutory); 24.5 days paid (CBAs) ³ |

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.
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/progdesc/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.