

Global Family Leave and Pay Snapshot

Global Family Leave and Pay

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

Some of the longest and highest paid entitlements include:

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

Many organisations also offer enhanced Family Leave policies.

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



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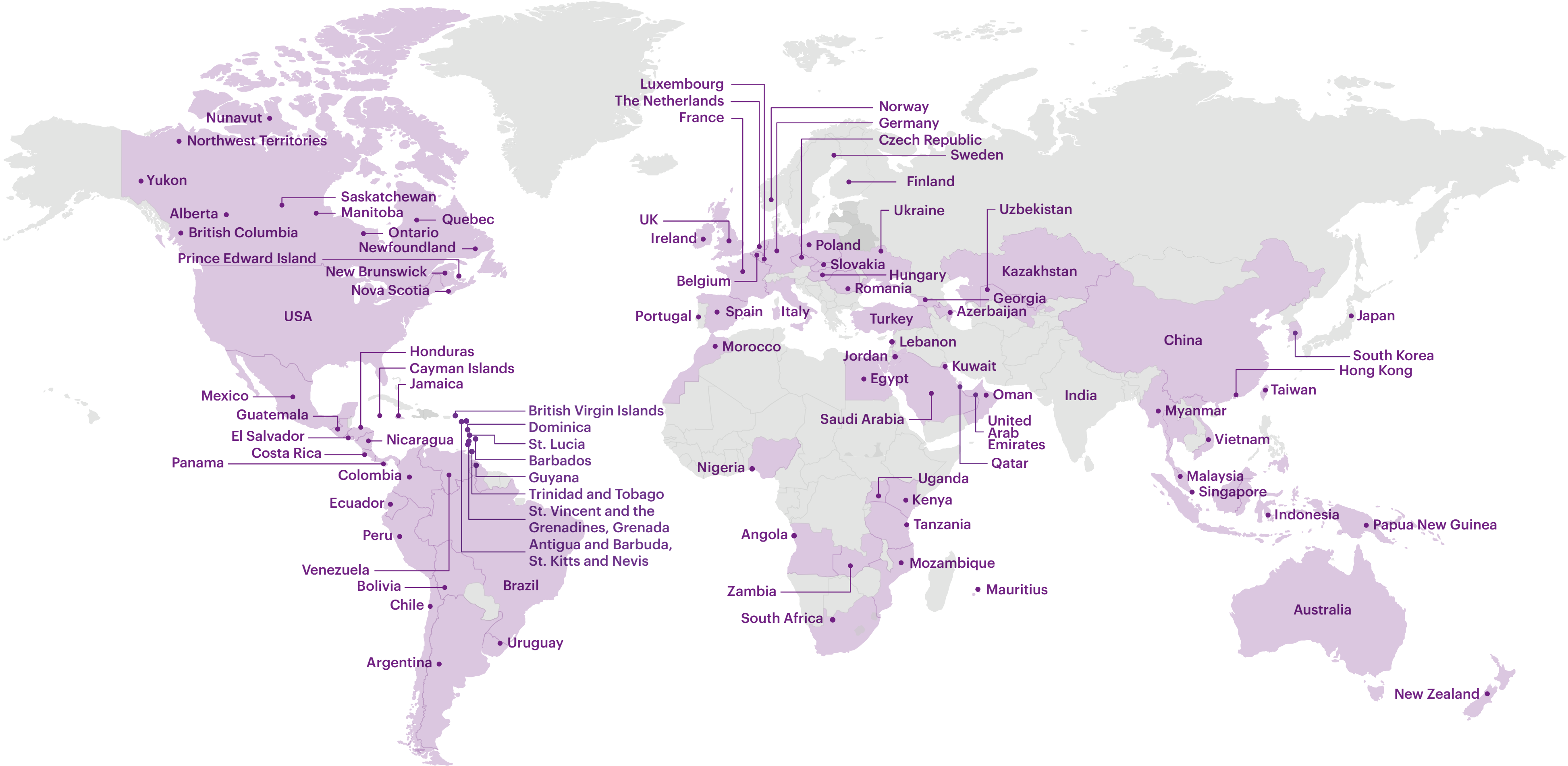


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Countries included



Countries in purple represent Dentons offices.

August 2022

Country snapshot tables

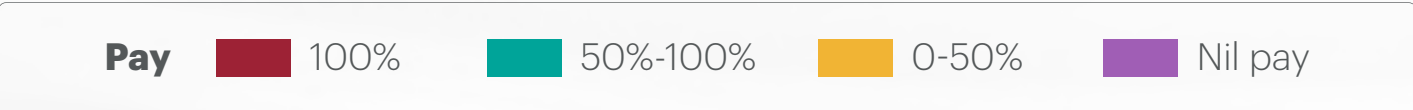
For each country we provide a snapshot of leave and pay available when welcoming a child into the family by birth or adoption. These rights are normally subject to qualifying conditions. Some employers offer more generous entitlements.

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

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

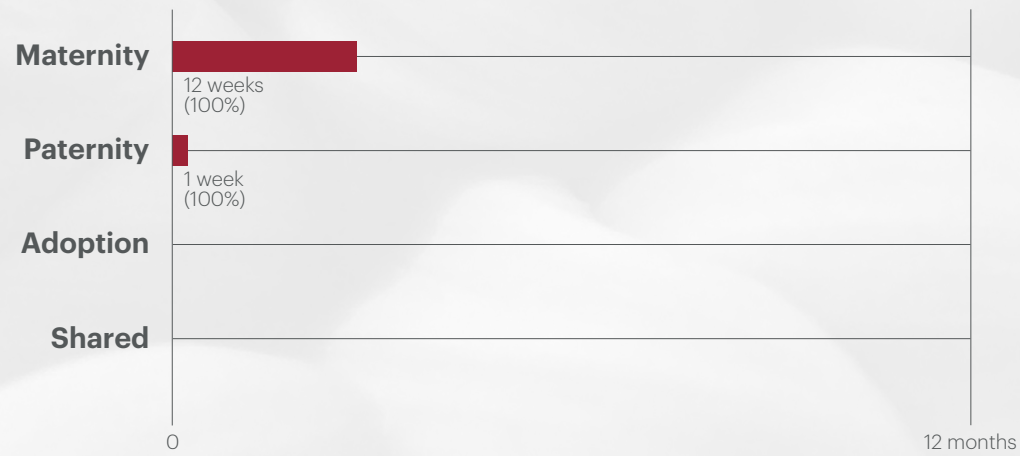


- Some countries offer different entitlements for subsequent children/multiples or where there are health complications. Some allow parents to extend the overall period of leave by reducing pay, or choosing to work part of the week.
- Often, the employer is responsible for the payments, though in some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

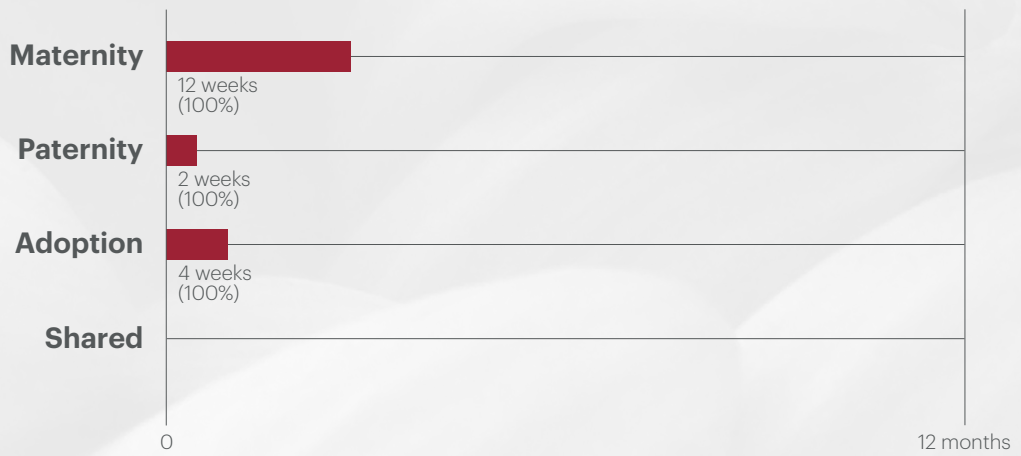


Africa

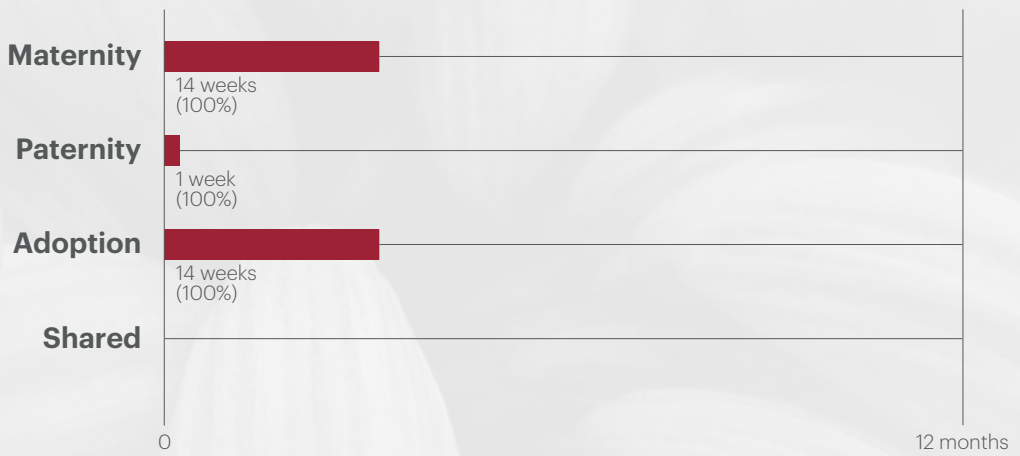
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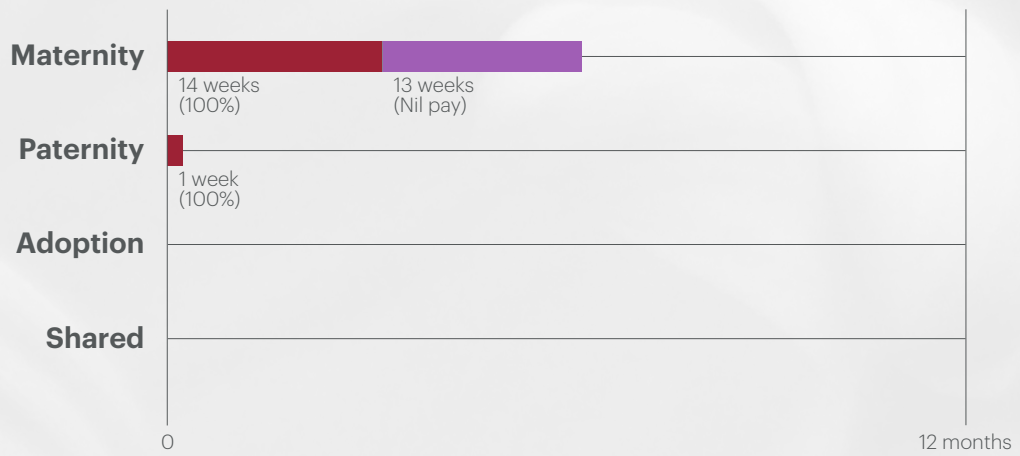
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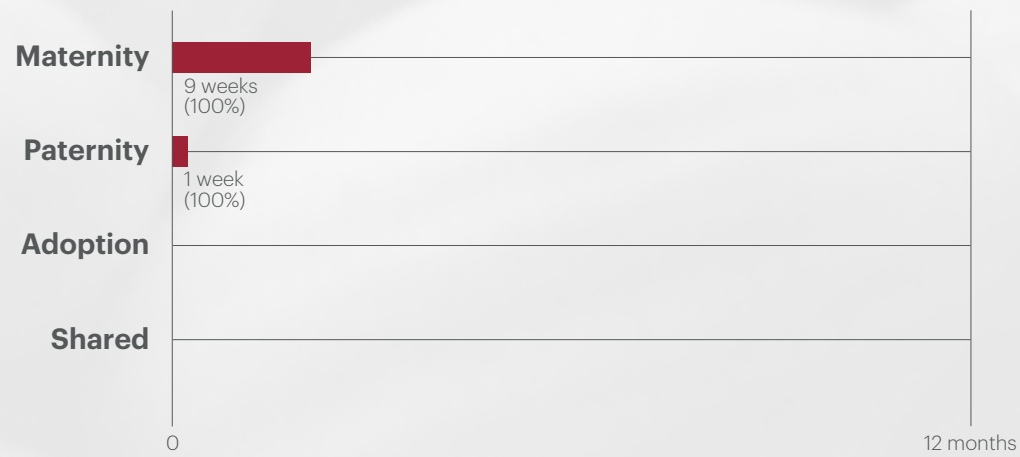
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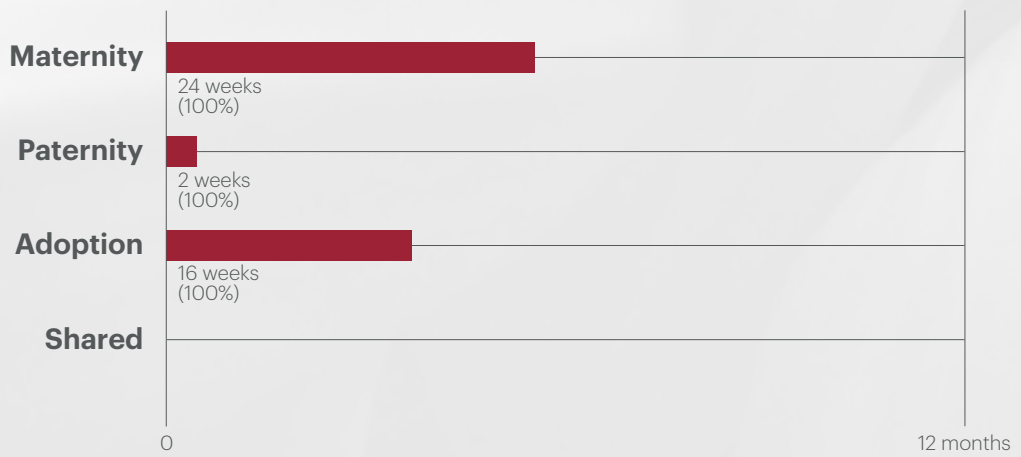
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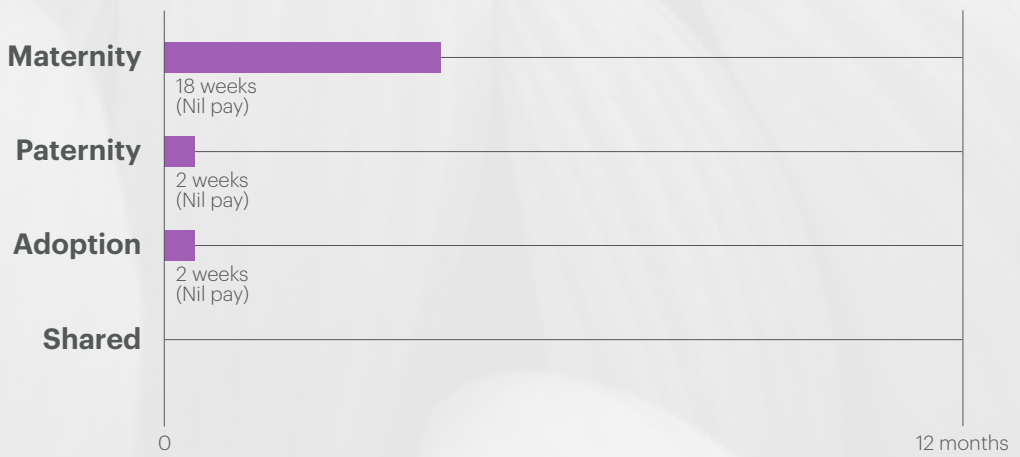
Mozambique



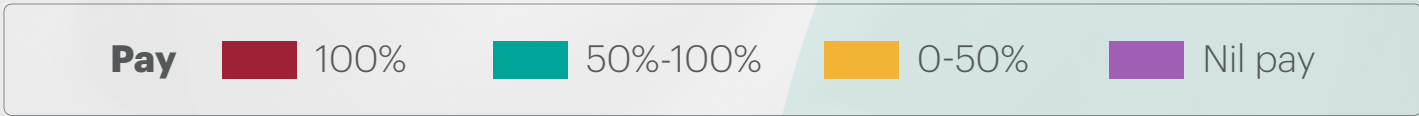
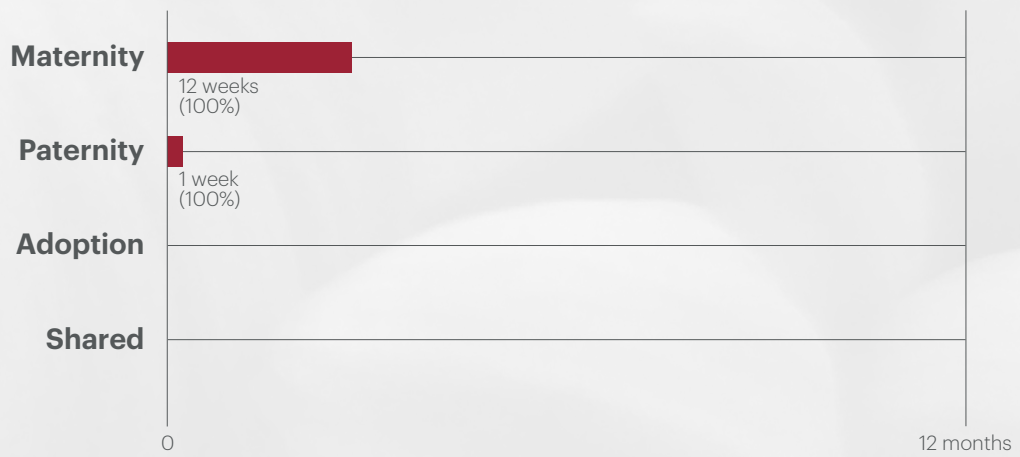
Nigeria



South Africa

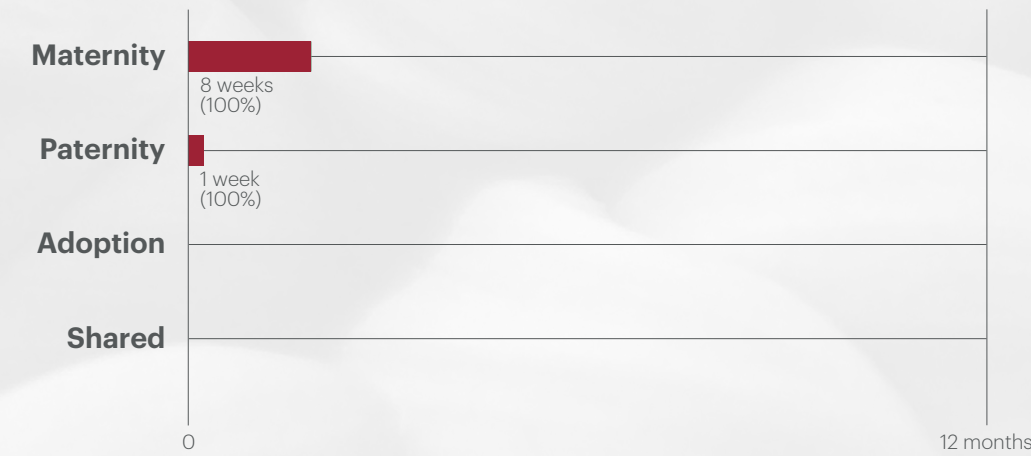


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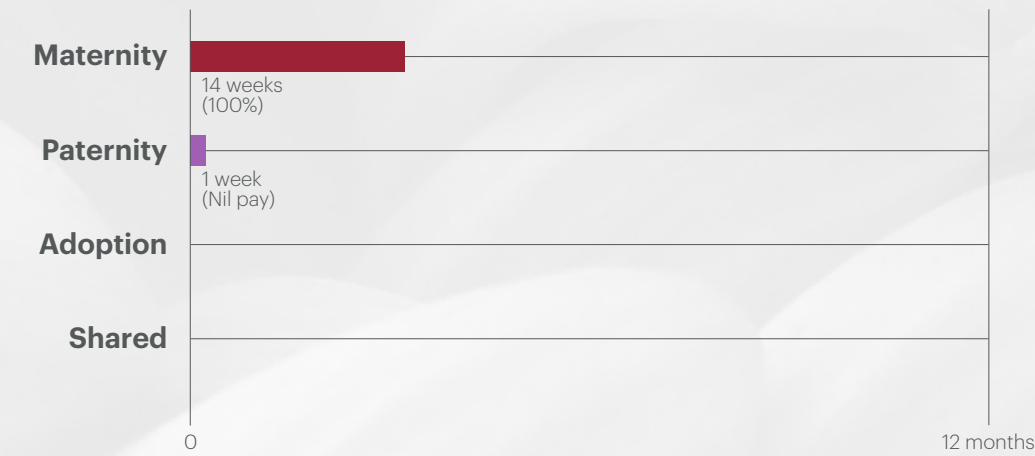


Africa

Uganda



Zambia



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

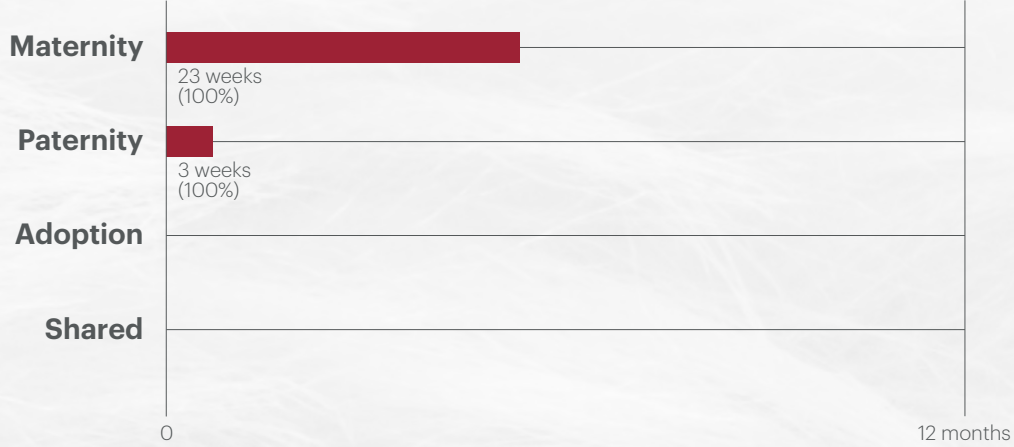
Contacts



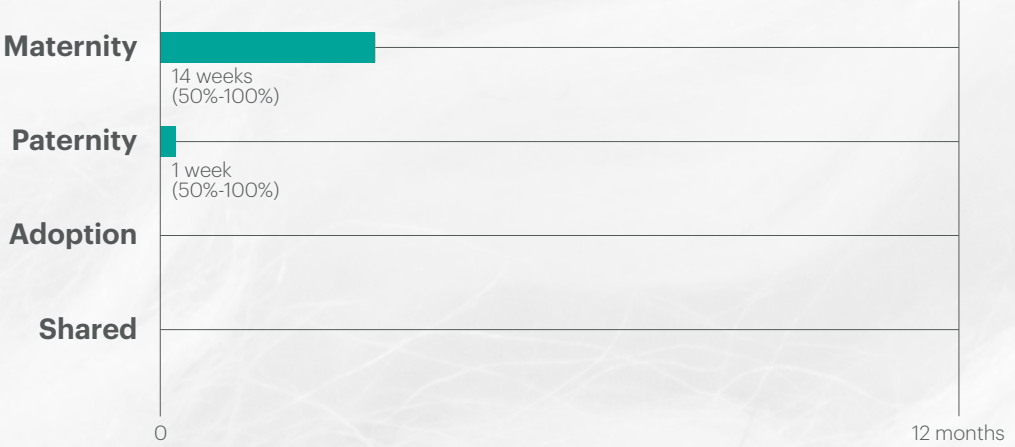
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Asia

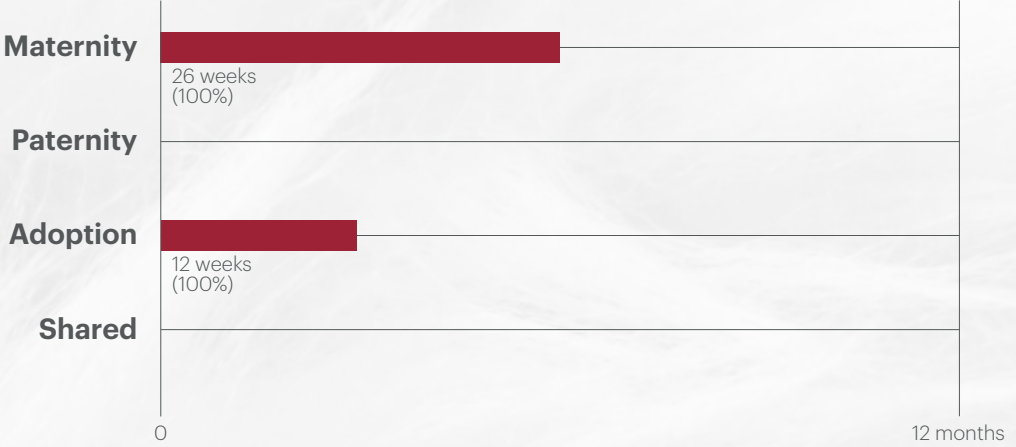
China-Beijing



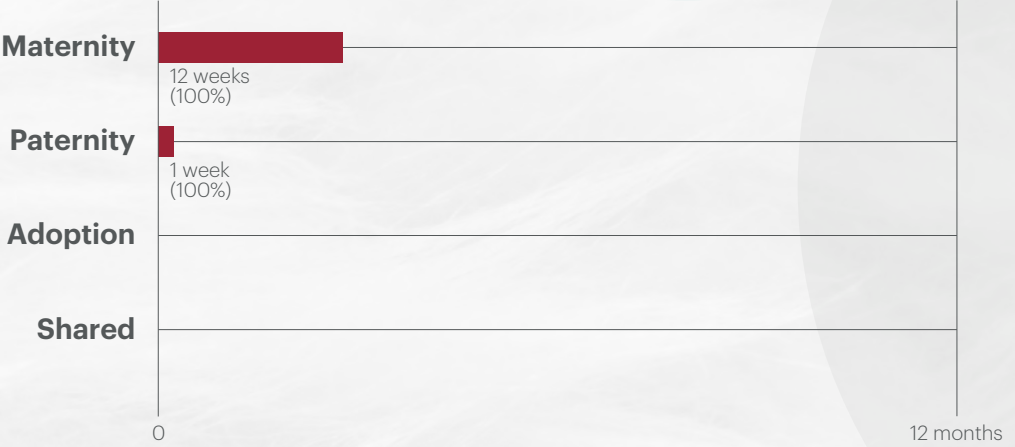
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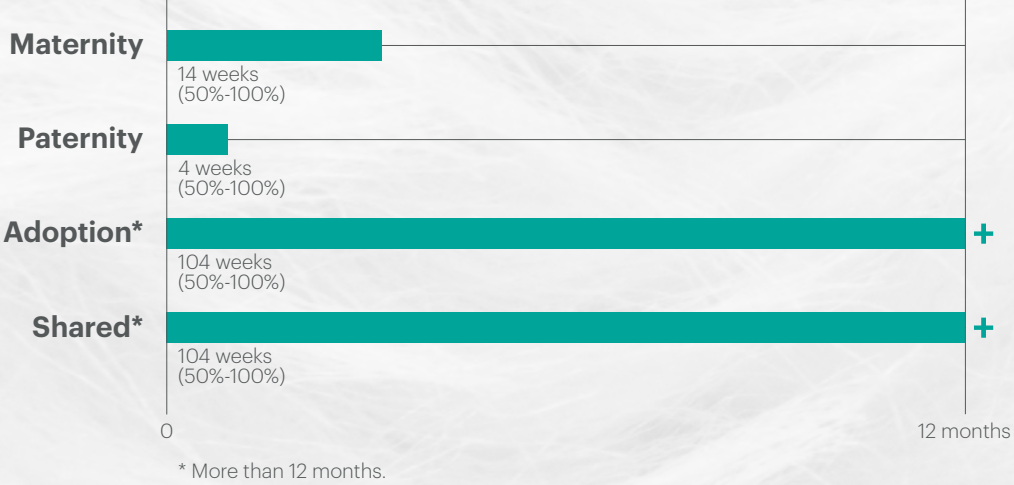
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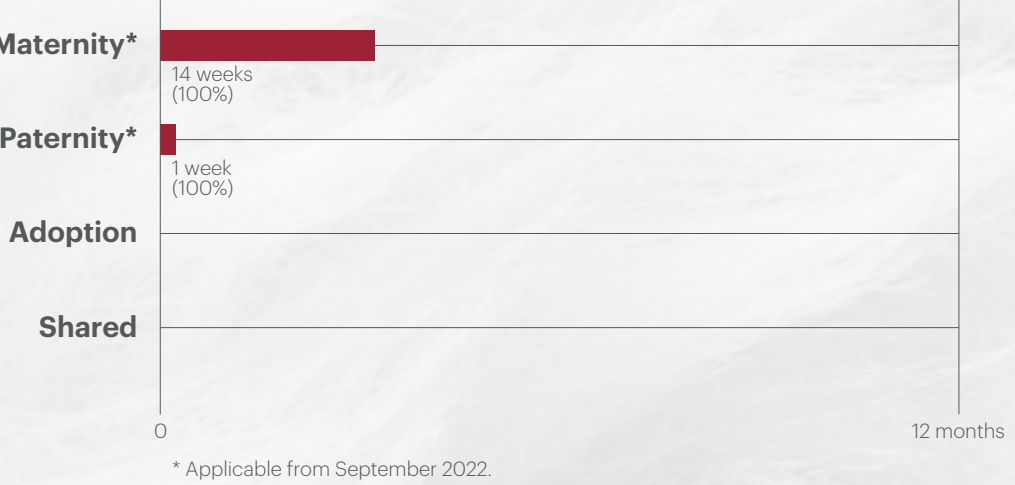
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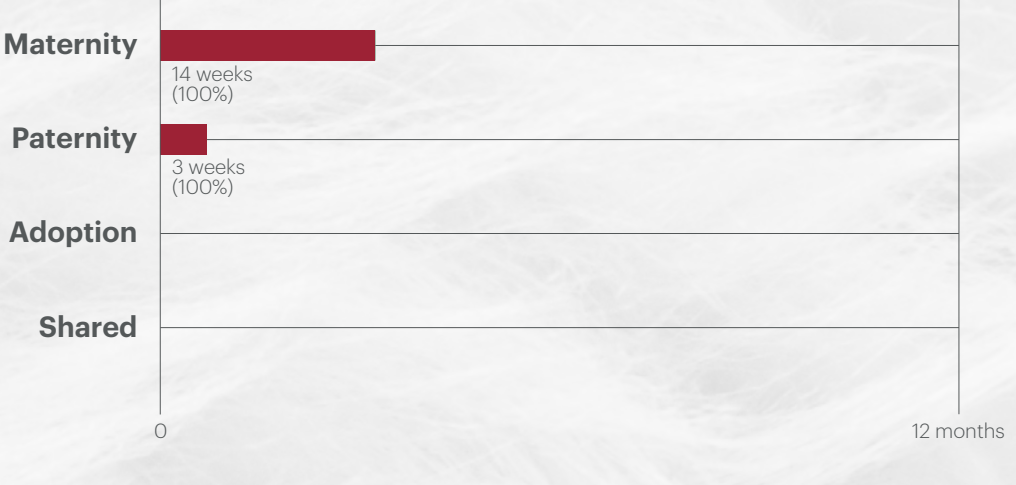
Japan



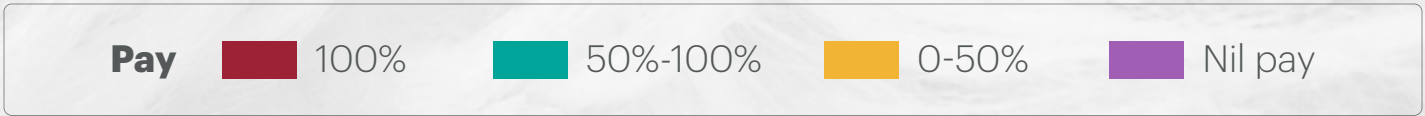
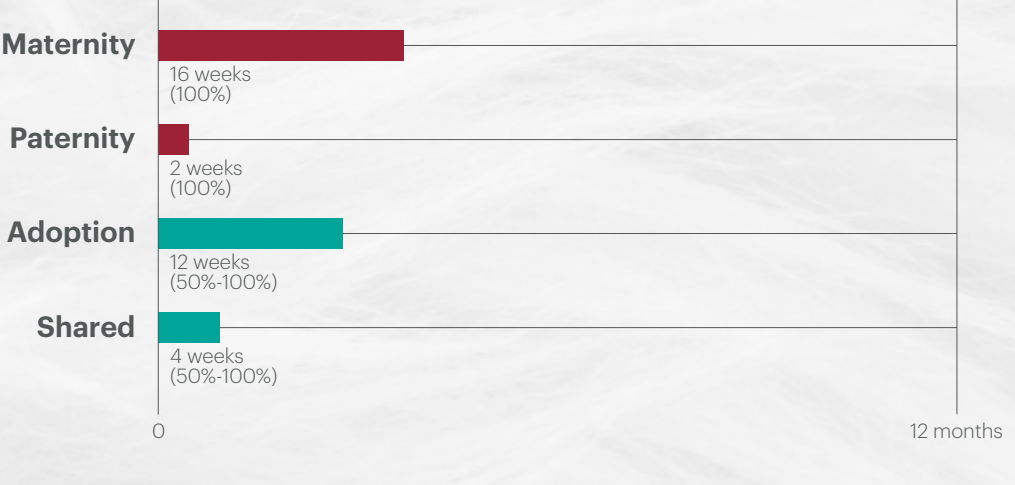
Malaysia



Myanmar

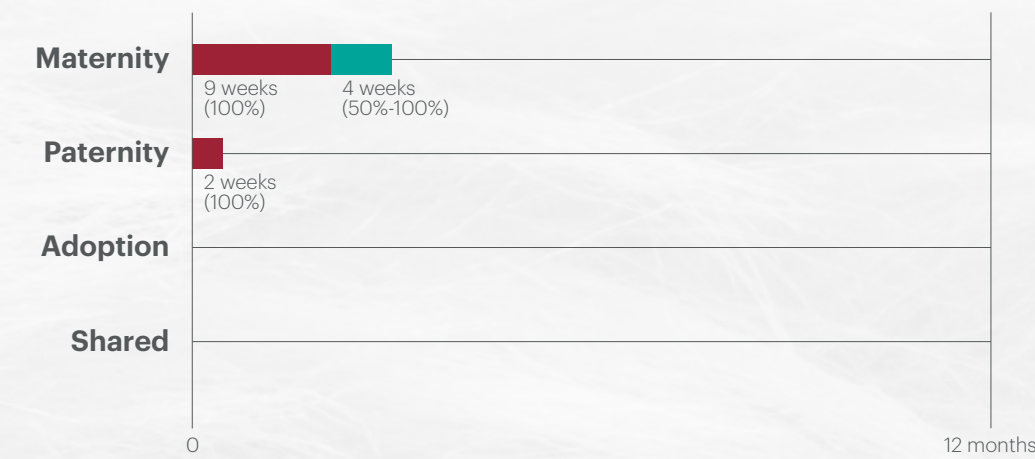


Singapore

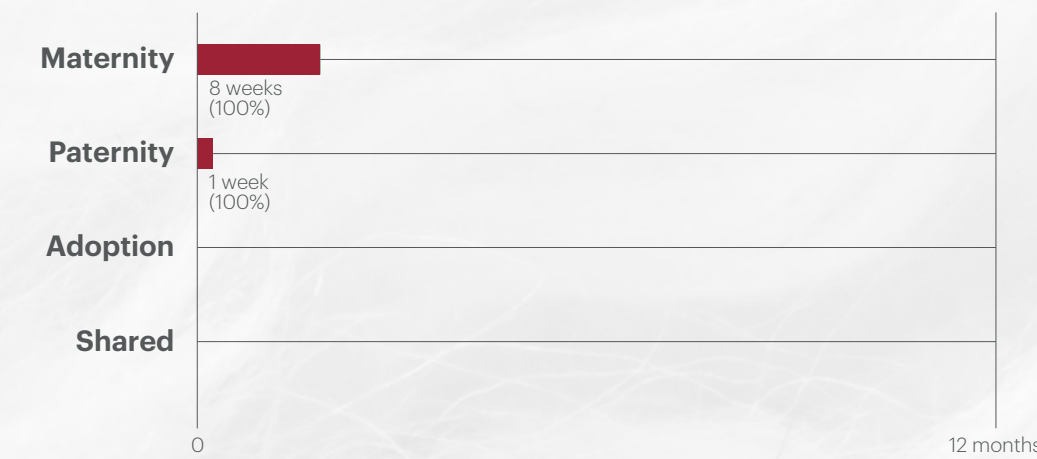


Asia

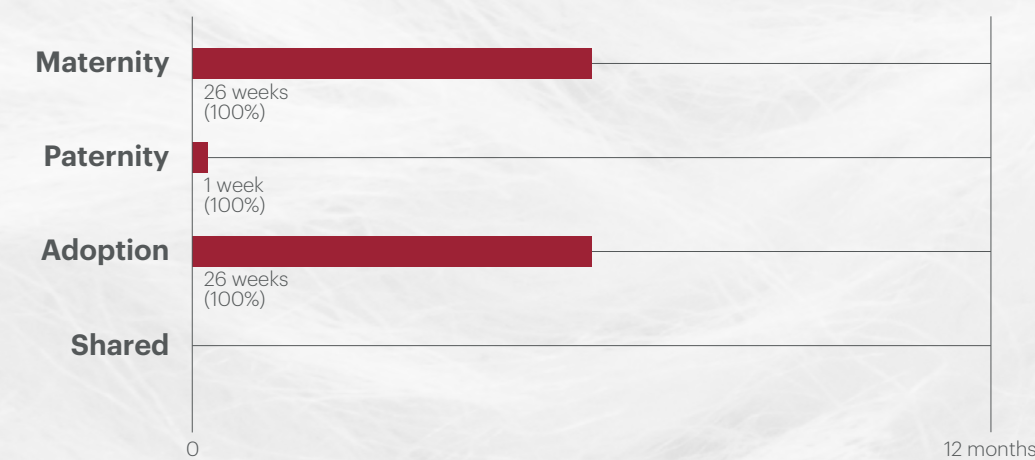
South Korea



Taiwan



Vietnam



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

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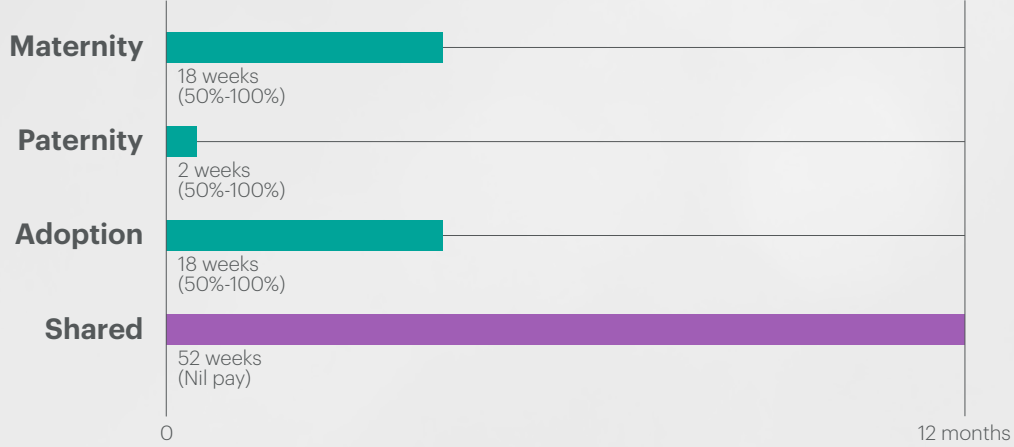
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Japan

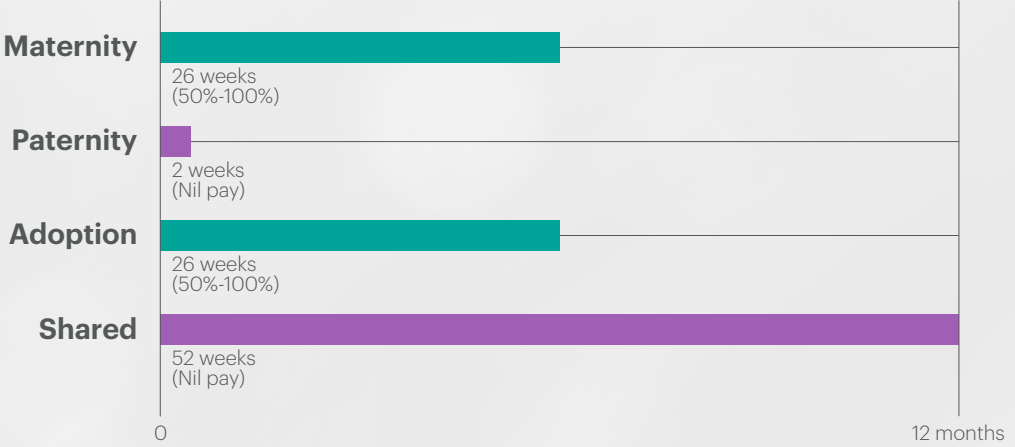
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Australasia

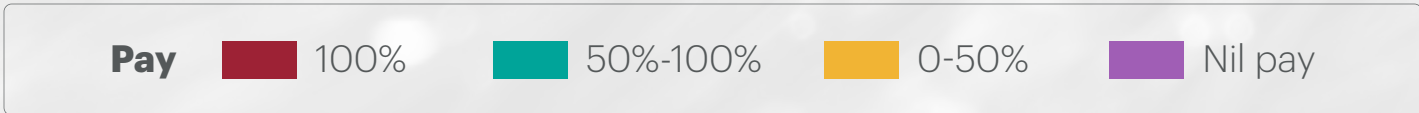
Australia



New Zealand



Papua New Guinea



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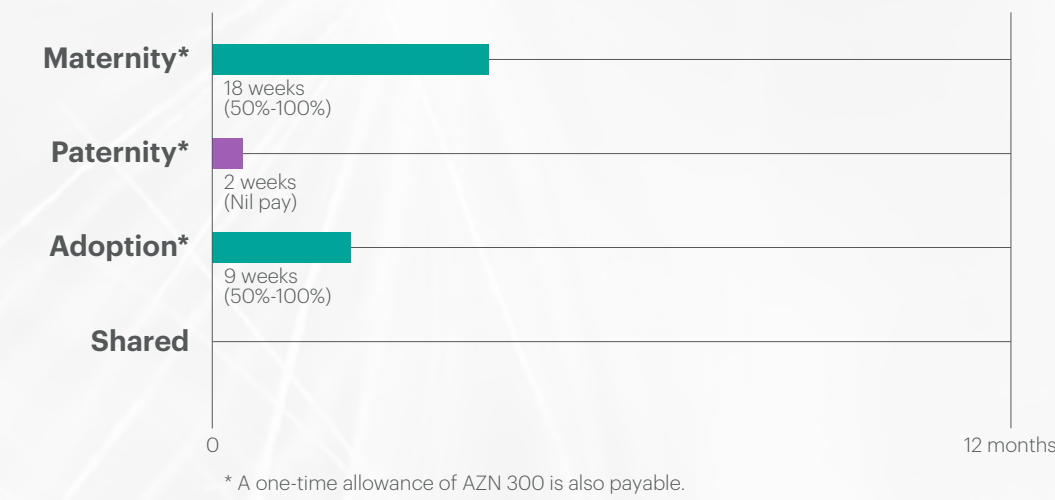
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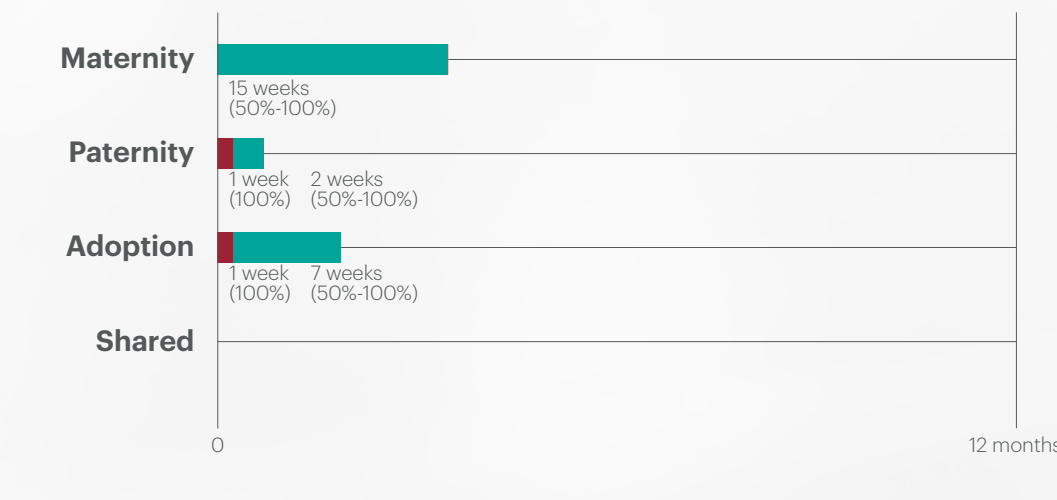
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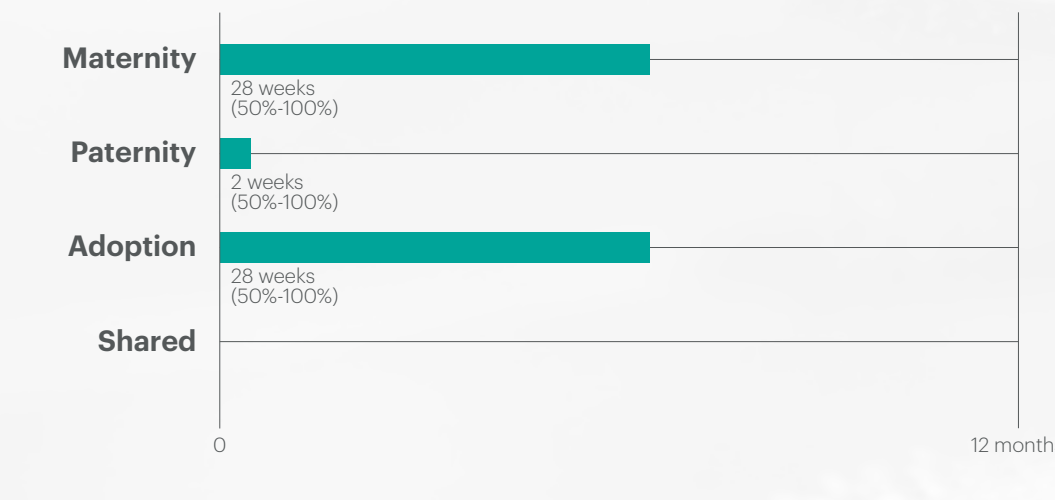
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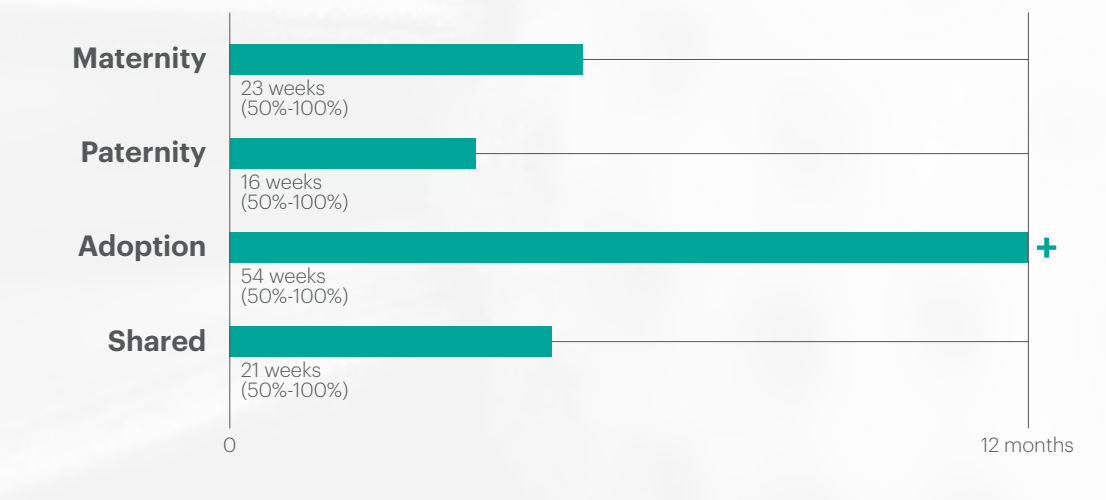
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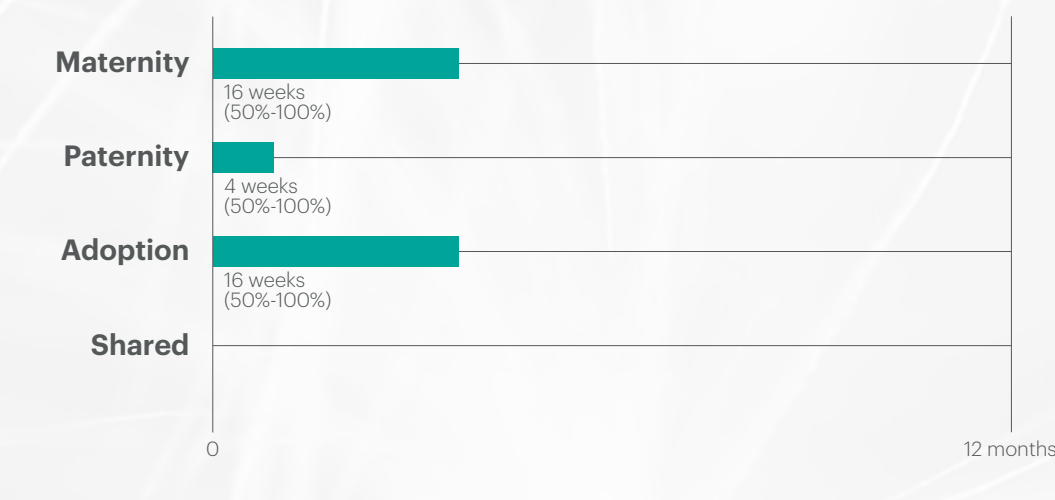
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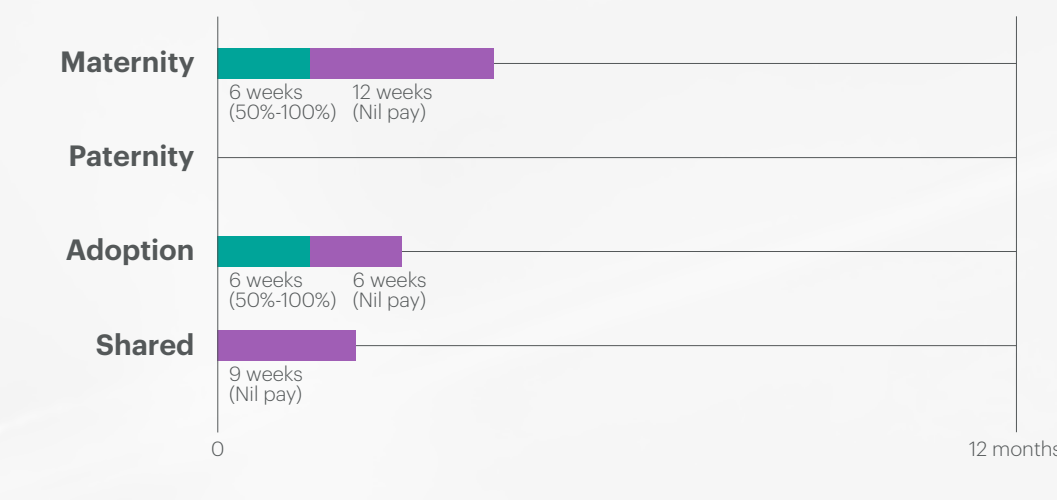
Finland



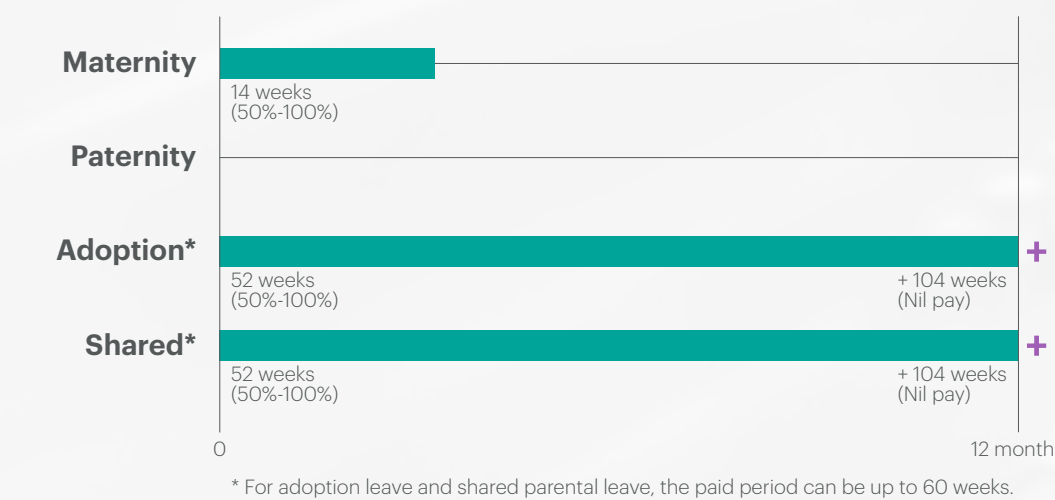
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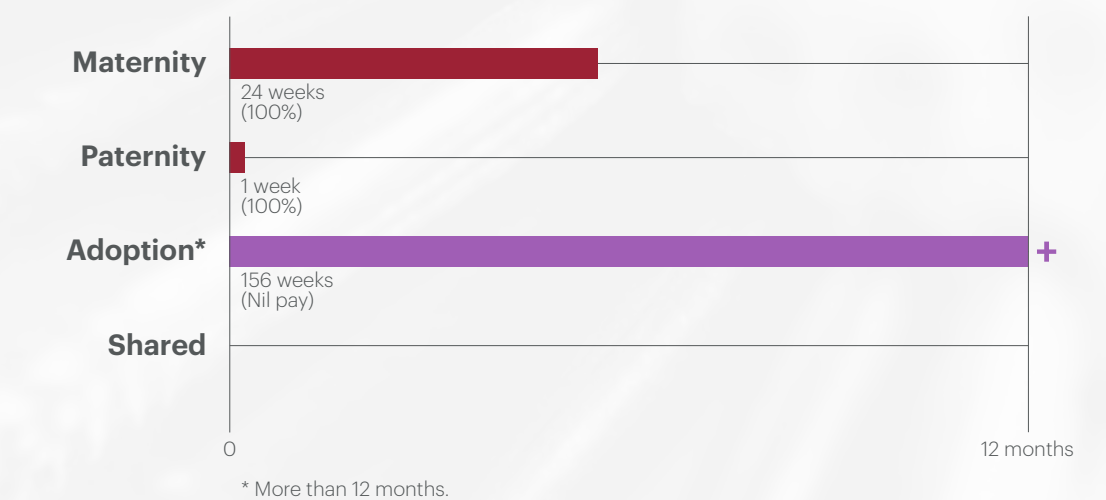
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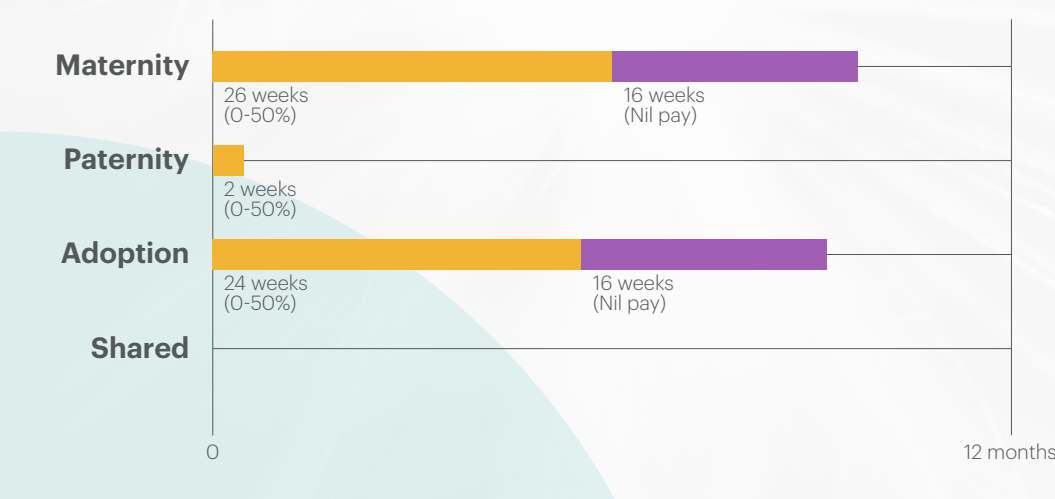
Germany



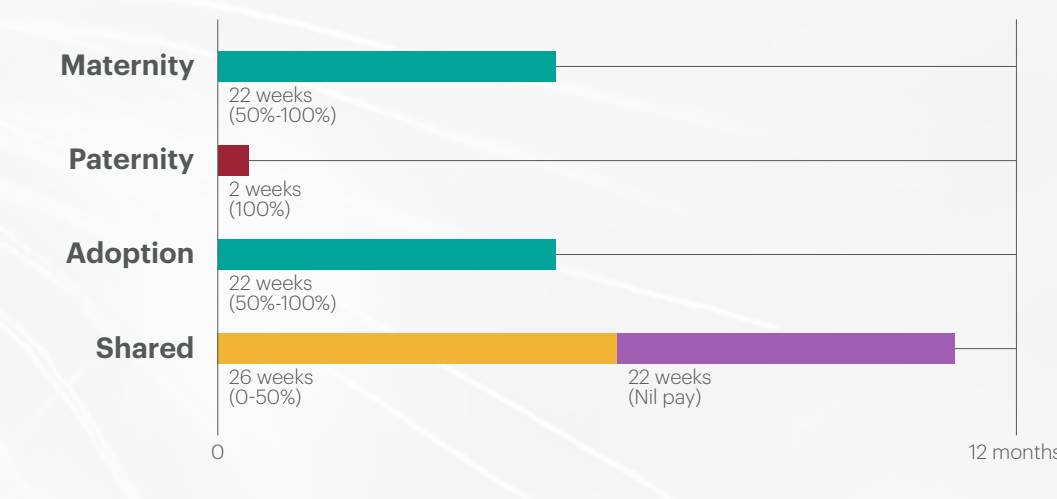
Hungary



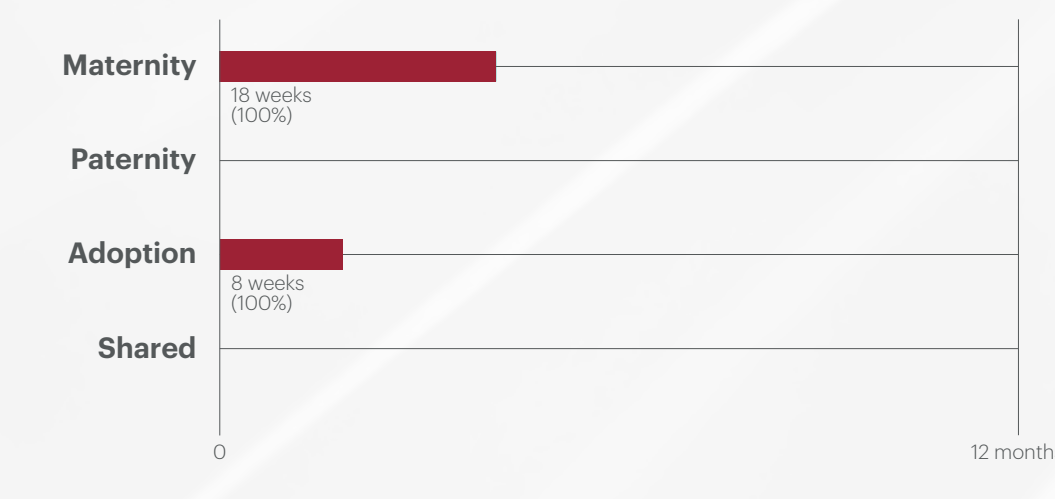
Ireland



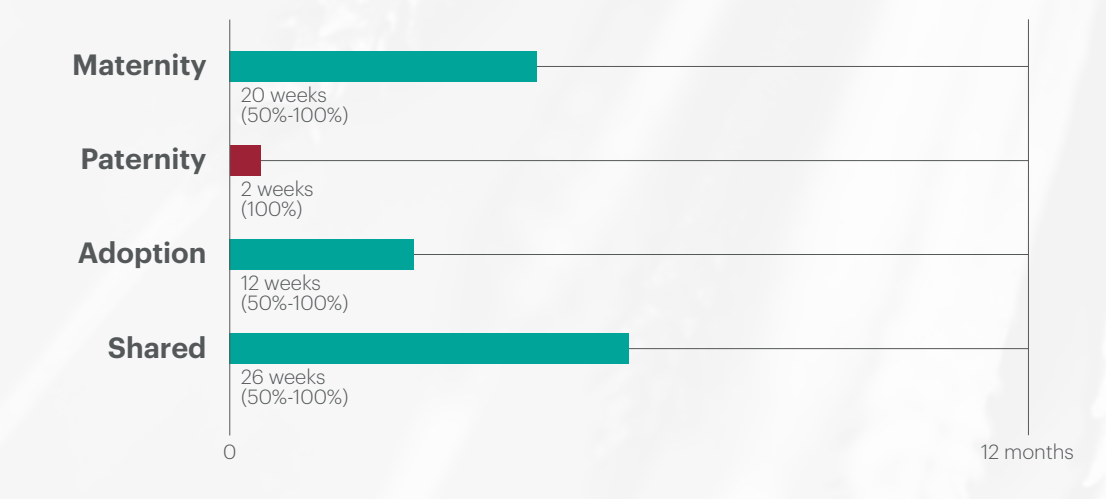
Italy



Kazakhstan



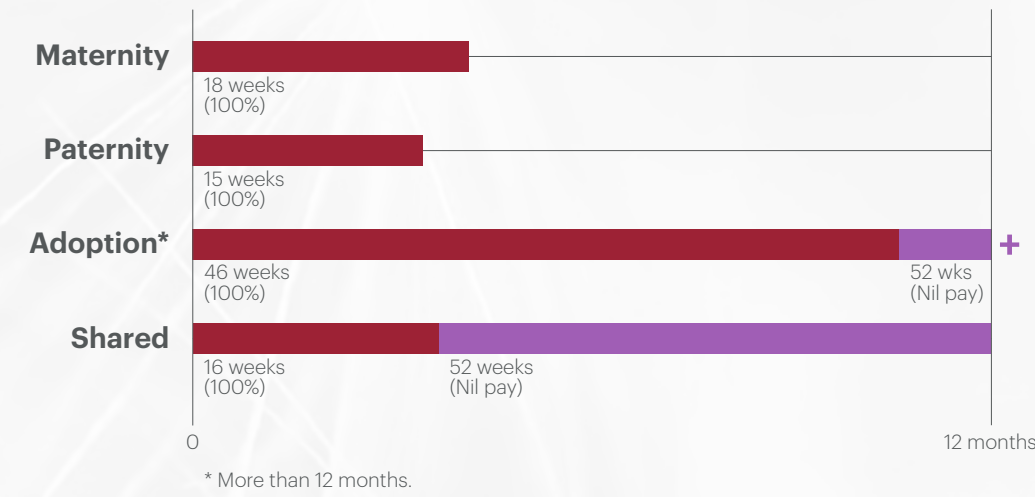
Luxembourg



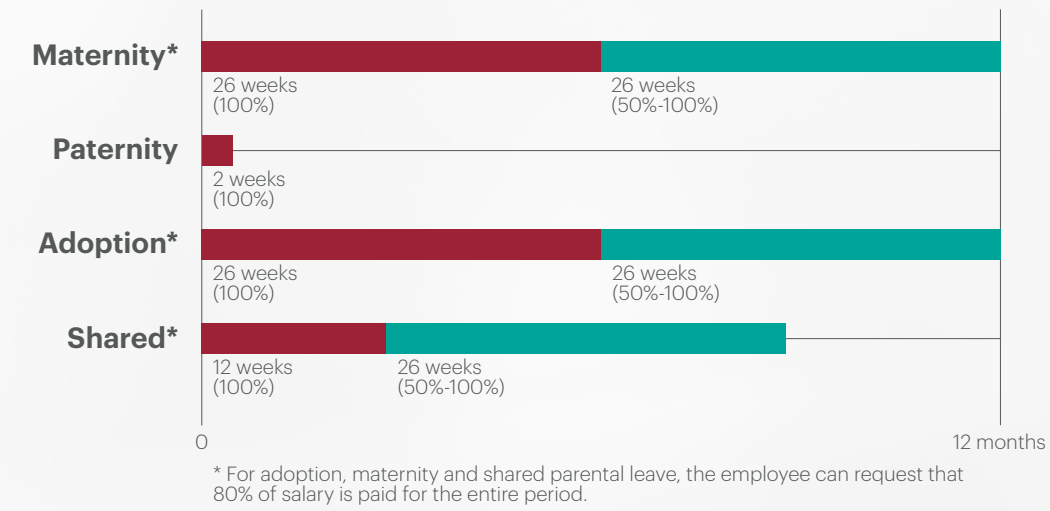
Pay 100% 50%-100% 0-50% Nil pay

Europe

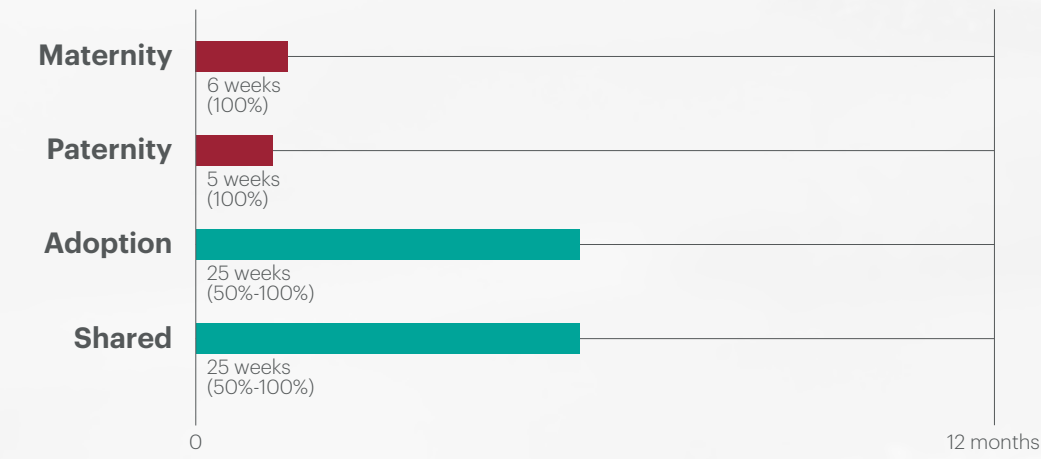
Norway



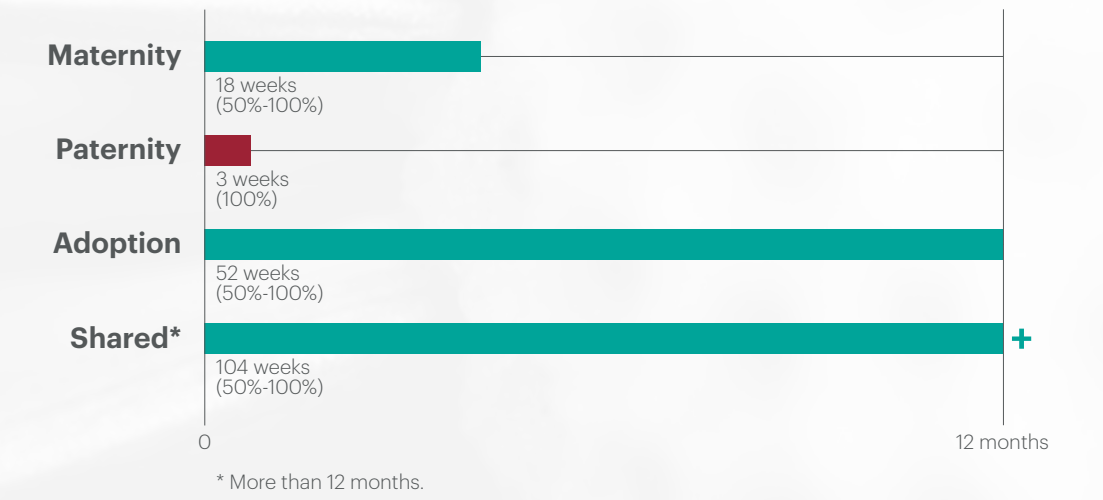
Poland



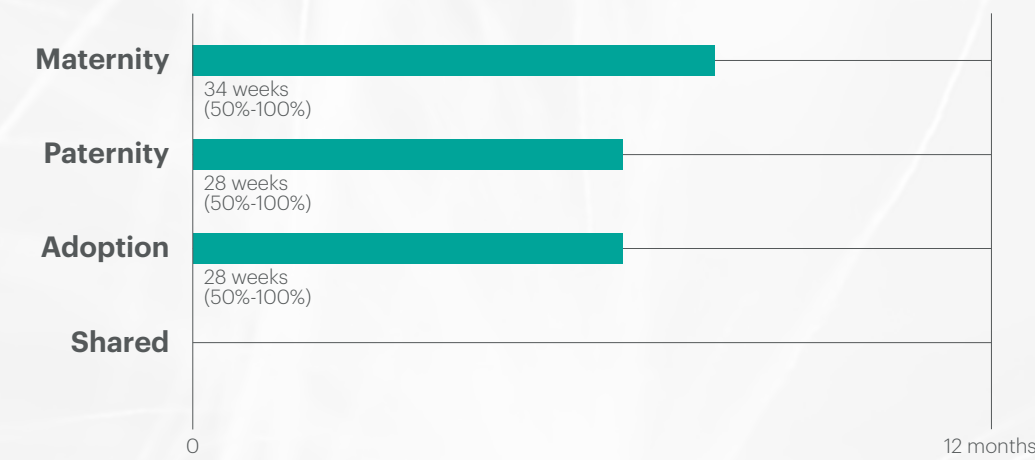
Portugal



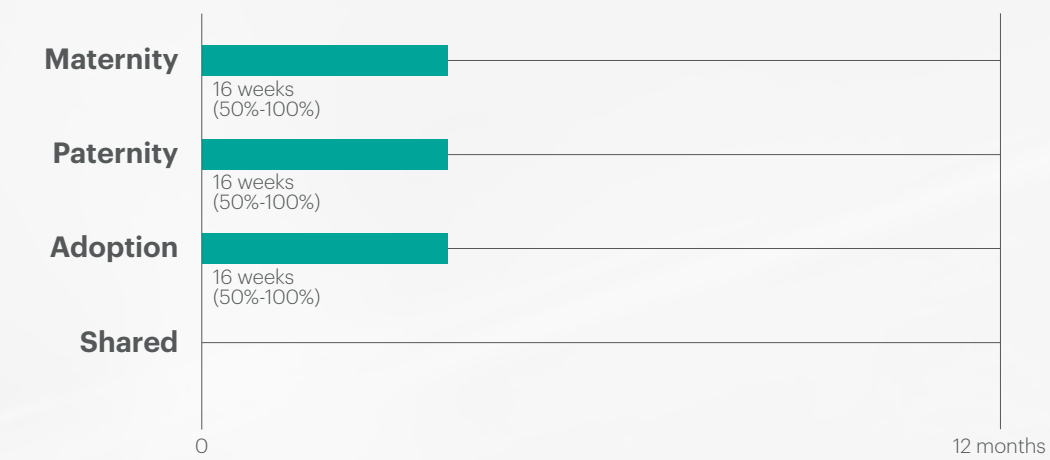
Romania



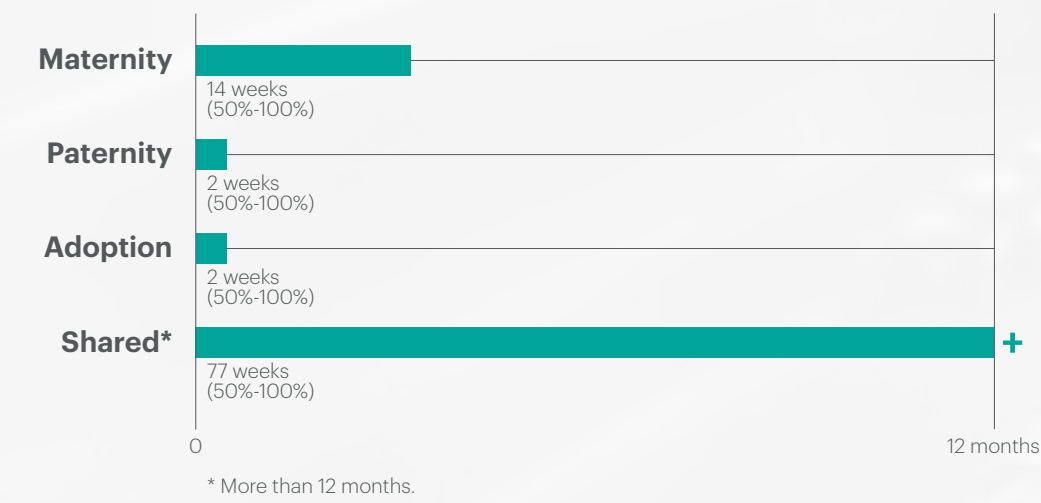
Slovakia



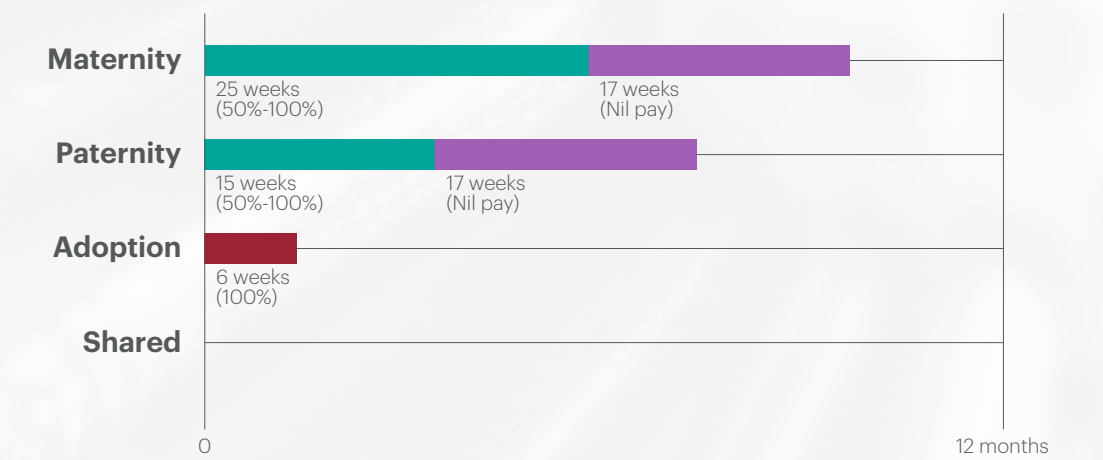
Spain



Sweden



The Netherlands

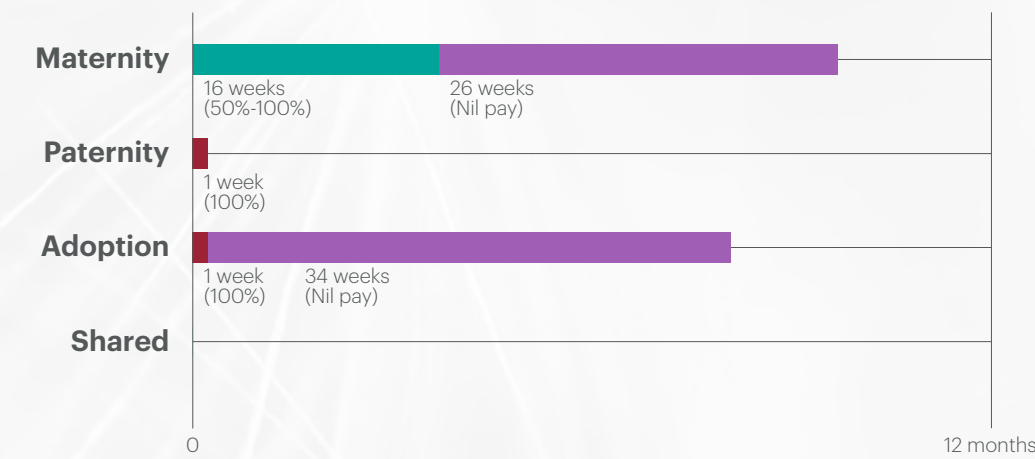


Pay 100% 50%-100% 0-50% Nil pay

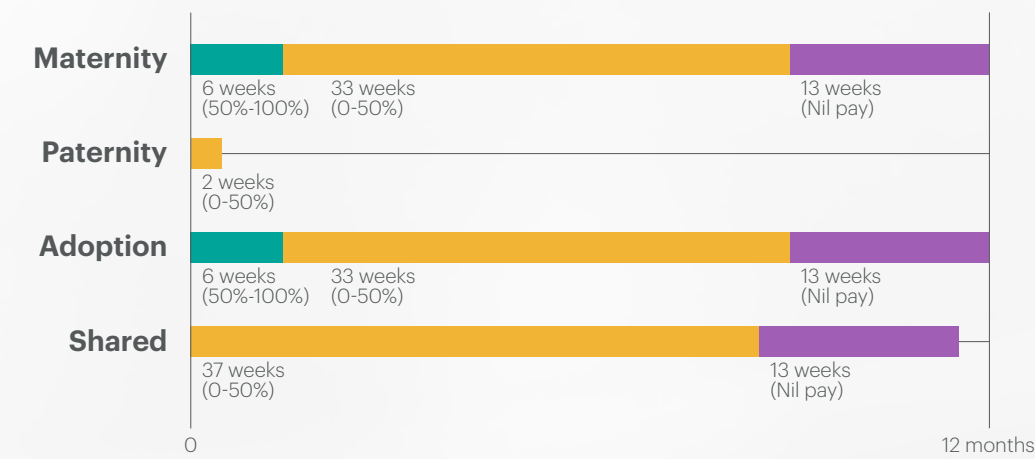


Europe

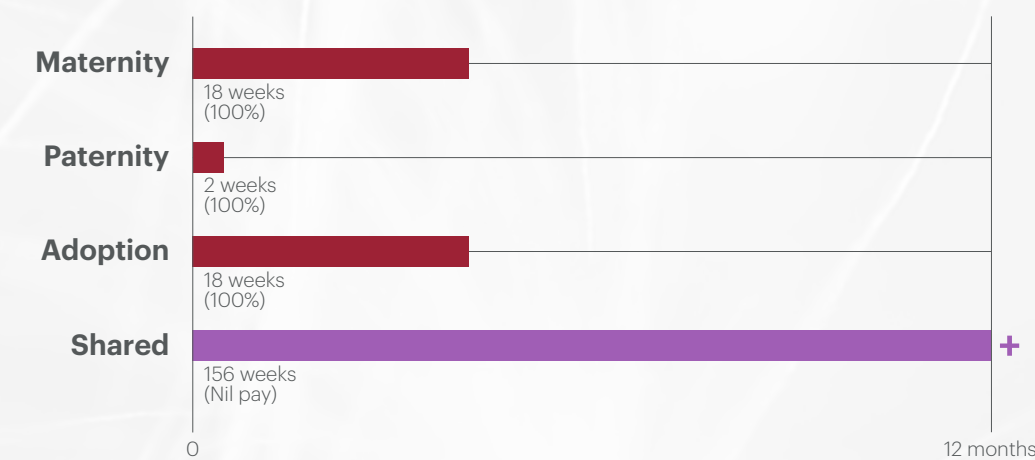
Turkey



UK

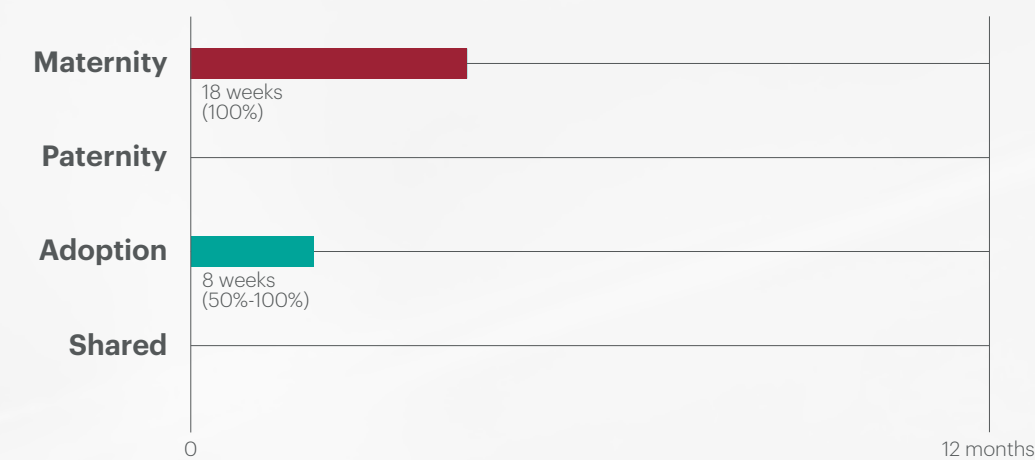


Ukraine



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

Uzbekistan



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

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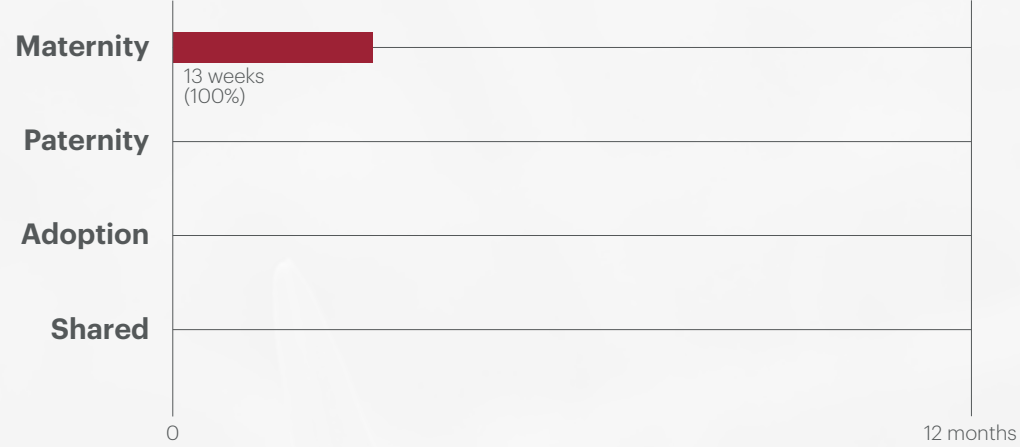
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Lill Egeland
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Finland

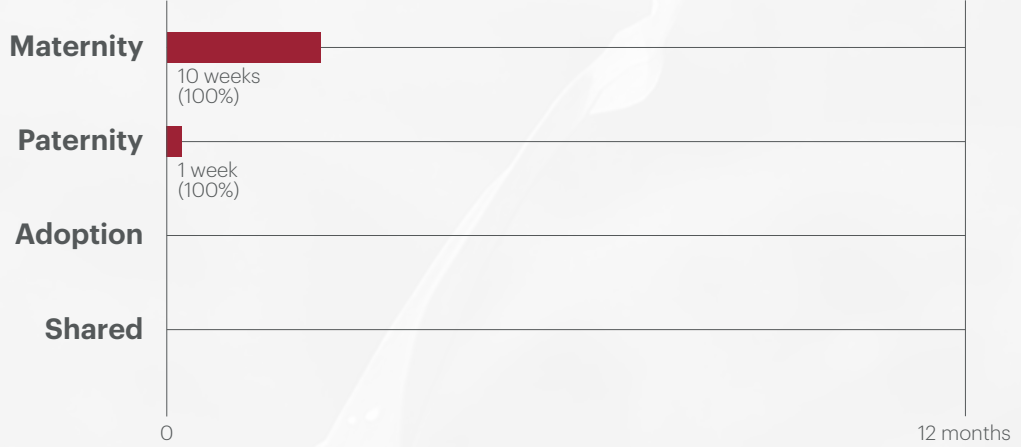
Borenius
Jani Syrjänen
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Middle East

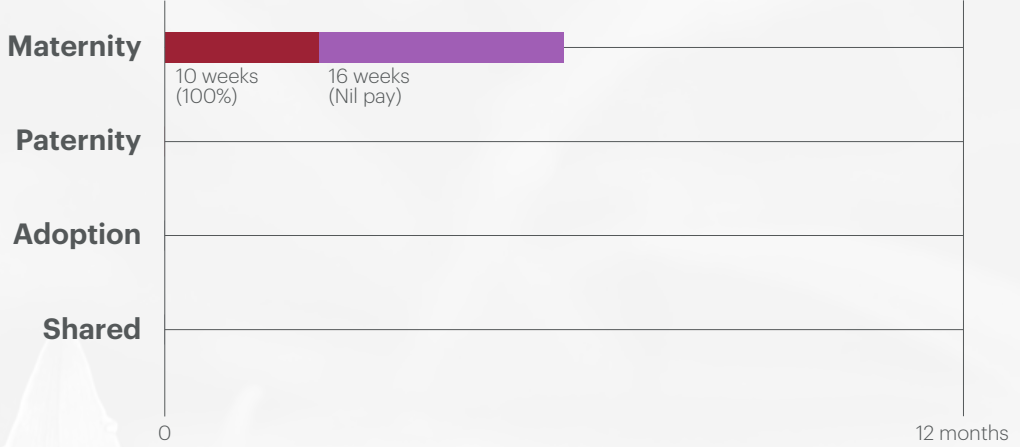
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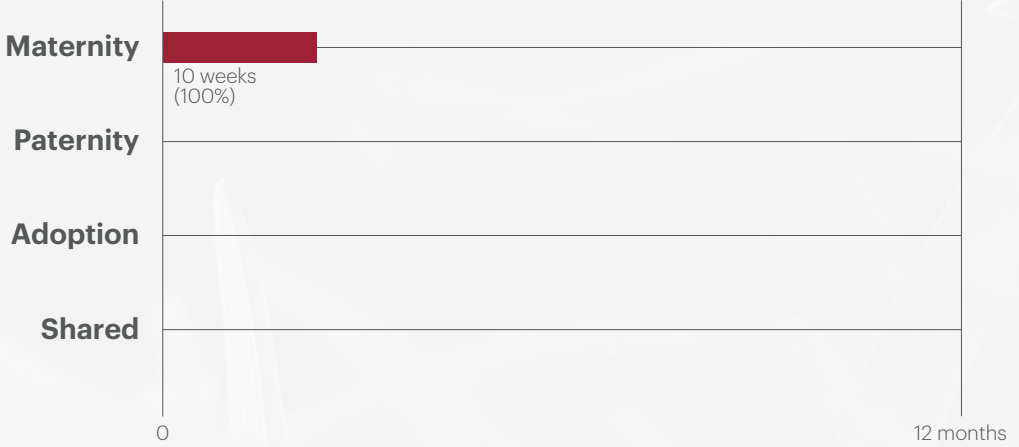
Jordan



Kuwait



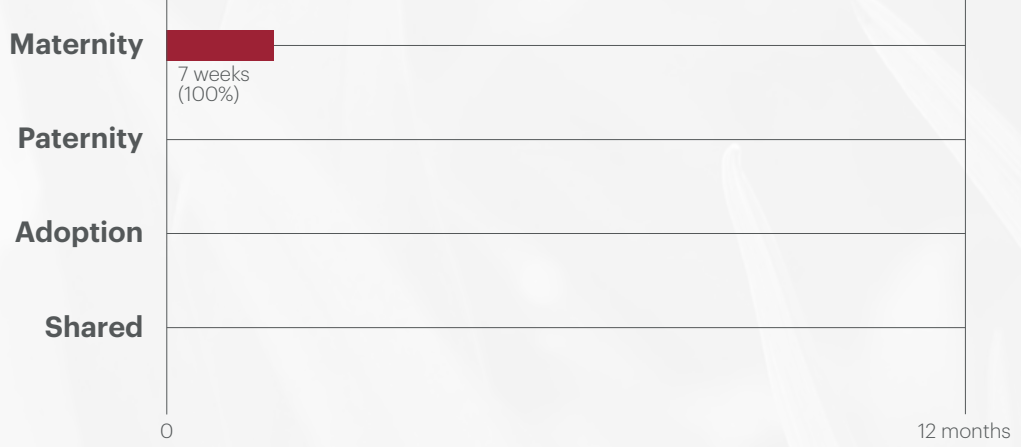
Lebanon



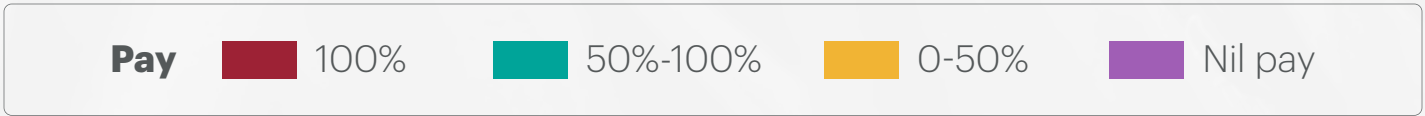
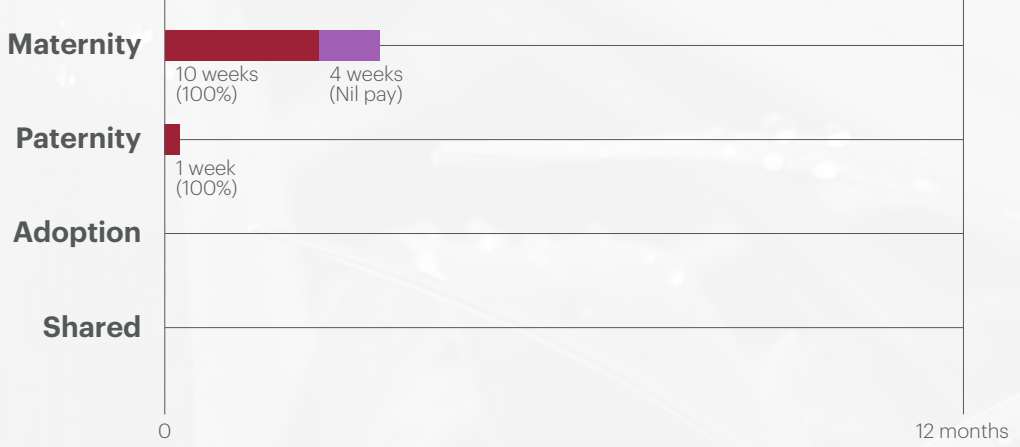
Oman



Qatar



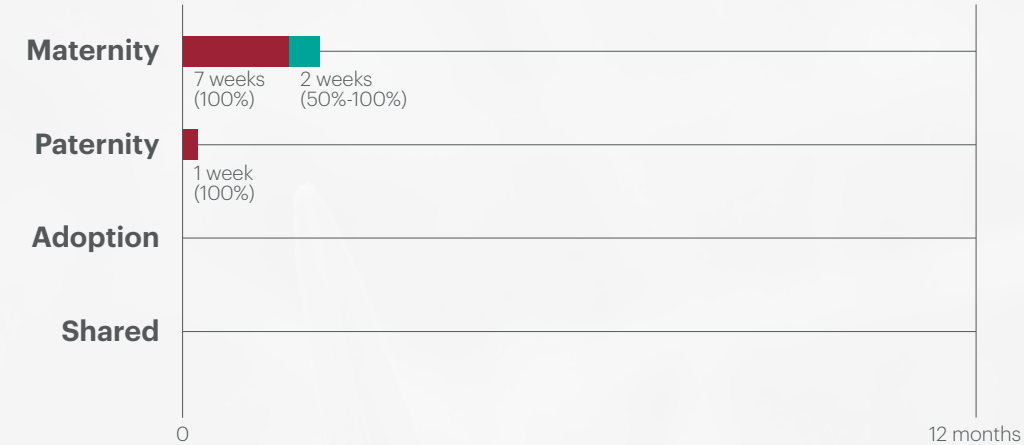
Saudi Arabia



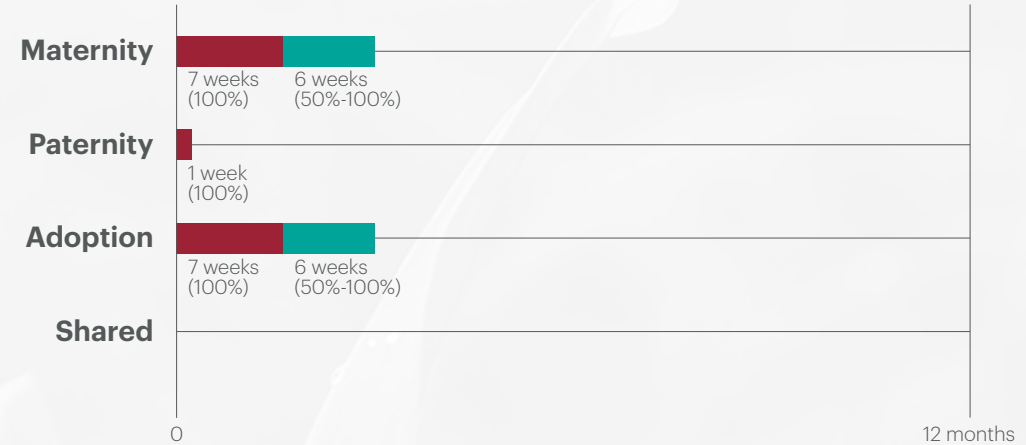
Middle East

Contacts

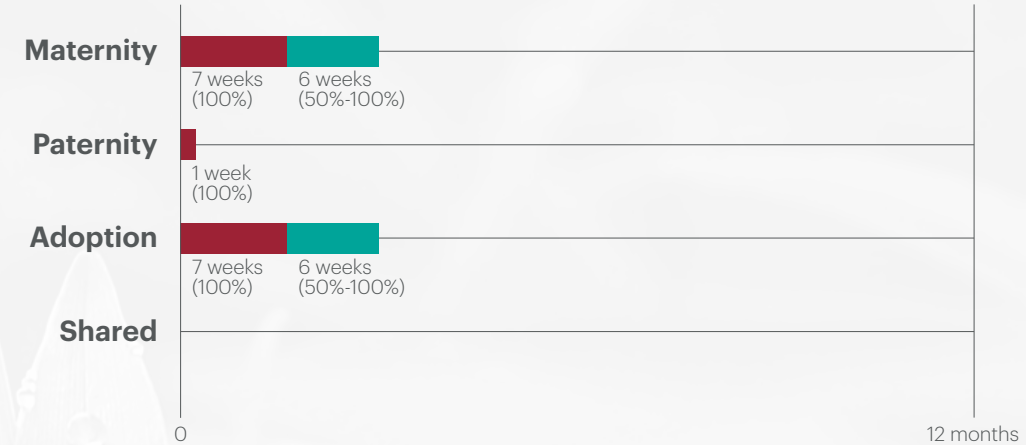
UAE – Labour law jurisdictions



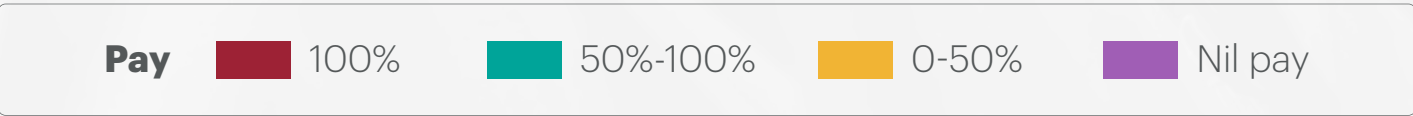
UAE – DIFC Employment law jurisdictions



UAE – ADGM Employment regulation jurisdictions

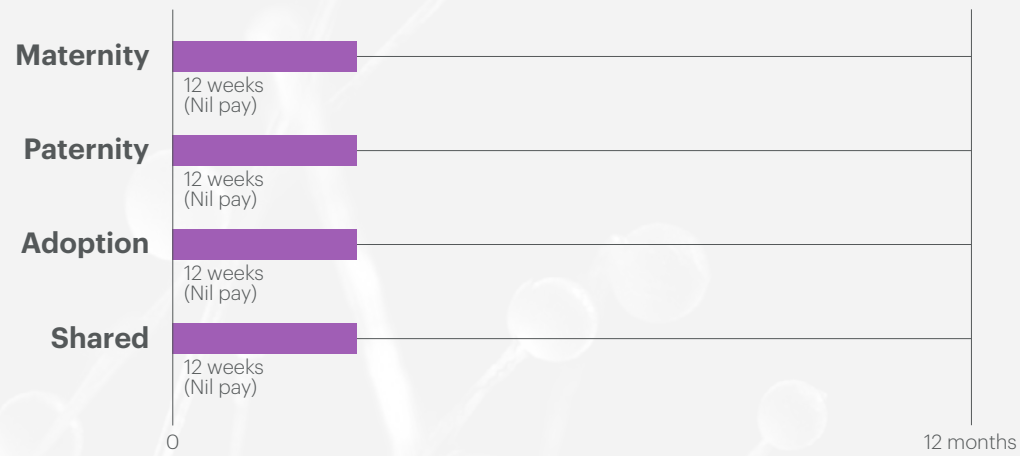


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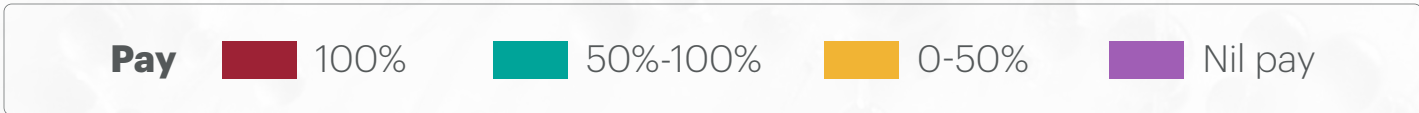


North America – USA

USA



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



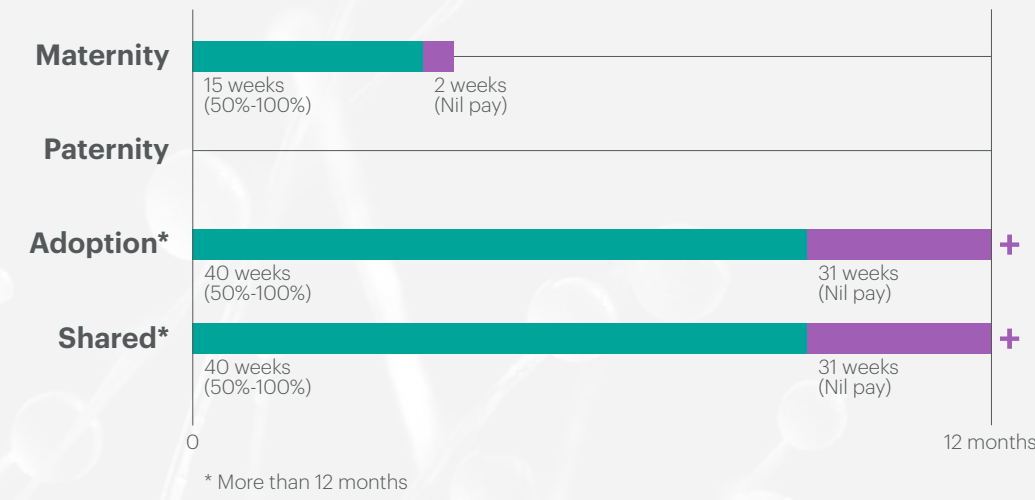
Contacts



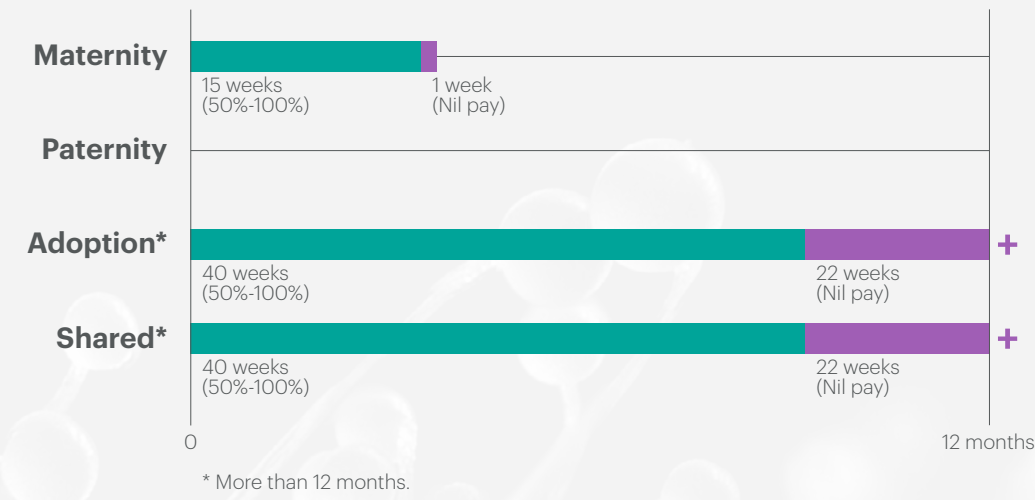
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North America – Canada

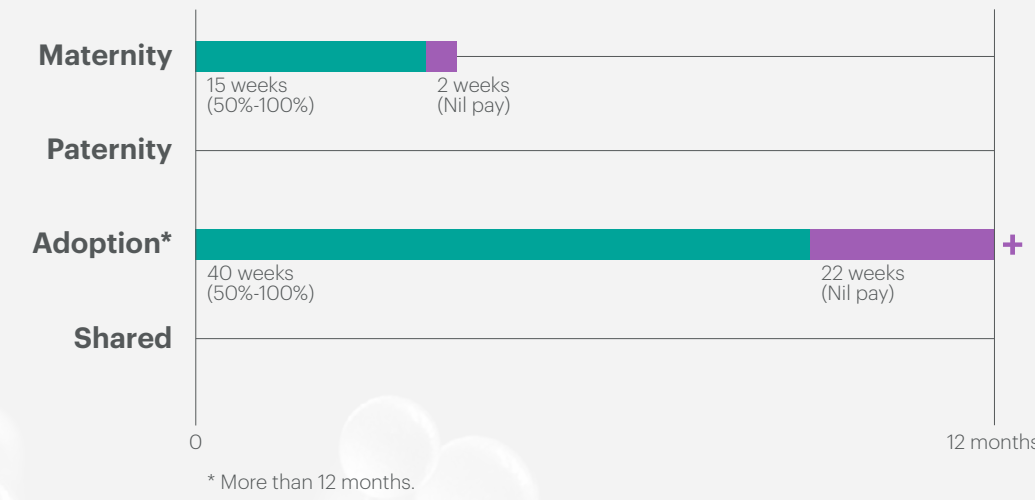
Federally Regulated Industries



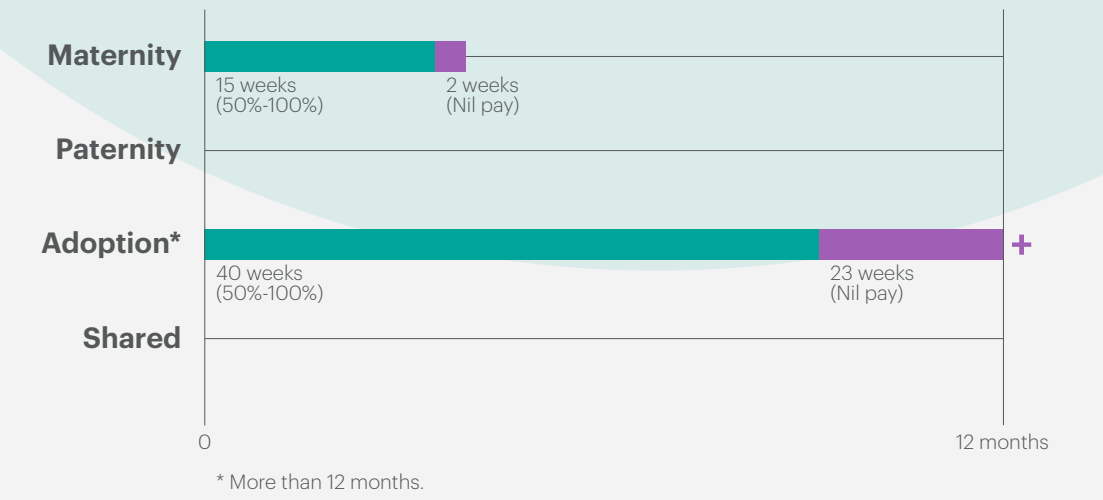
Alberta



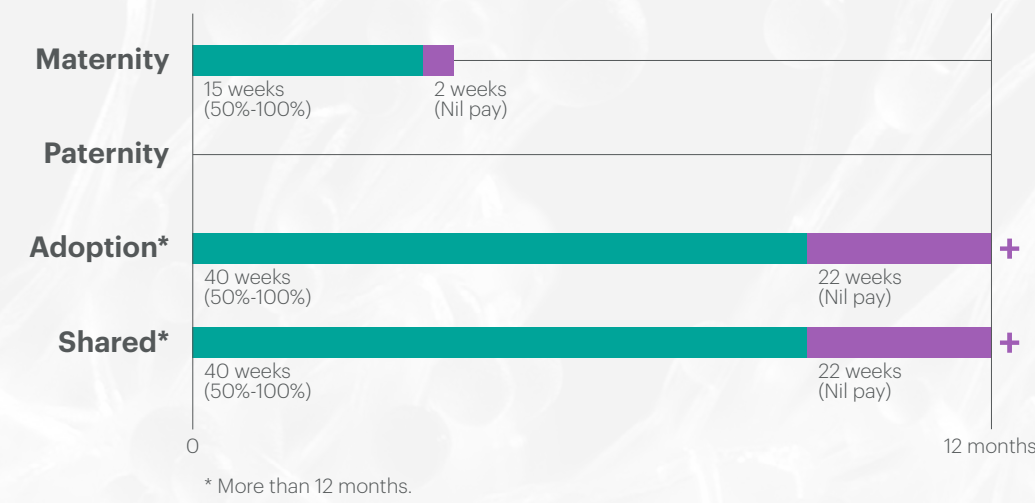
British Columbia



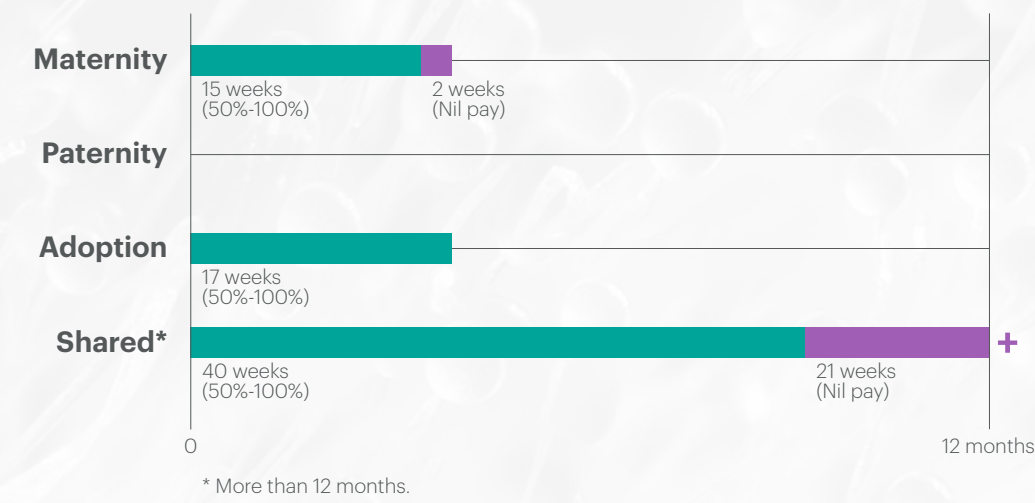
Manitoba



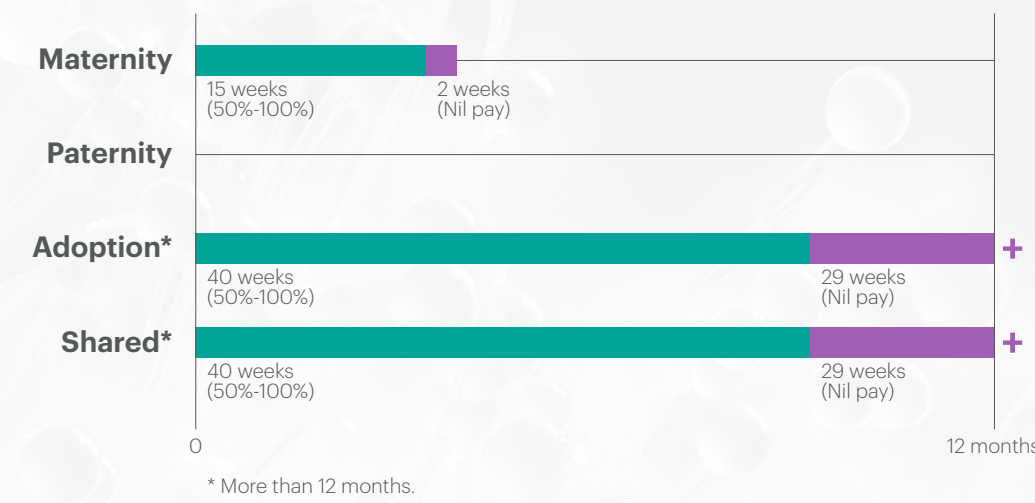
New Brunswick



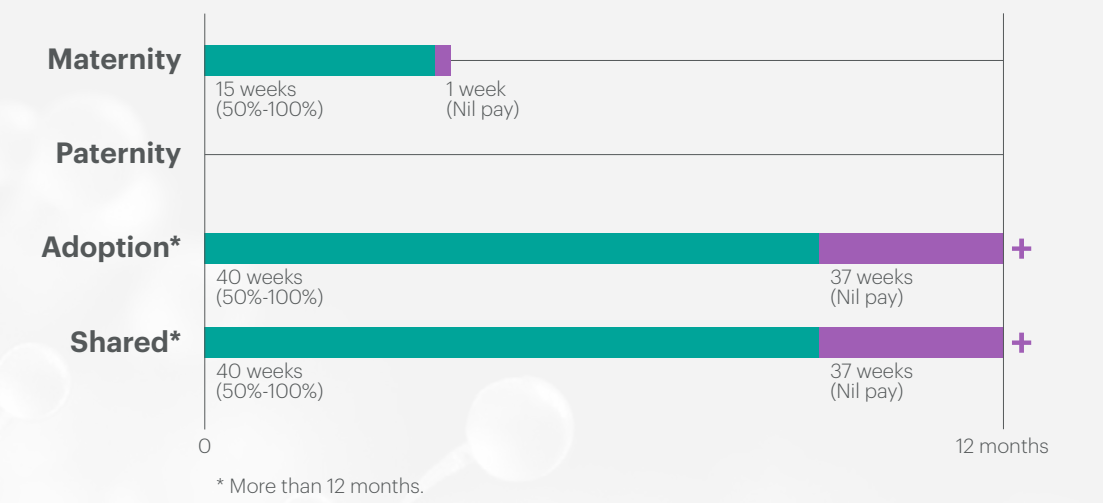
Newfoundland



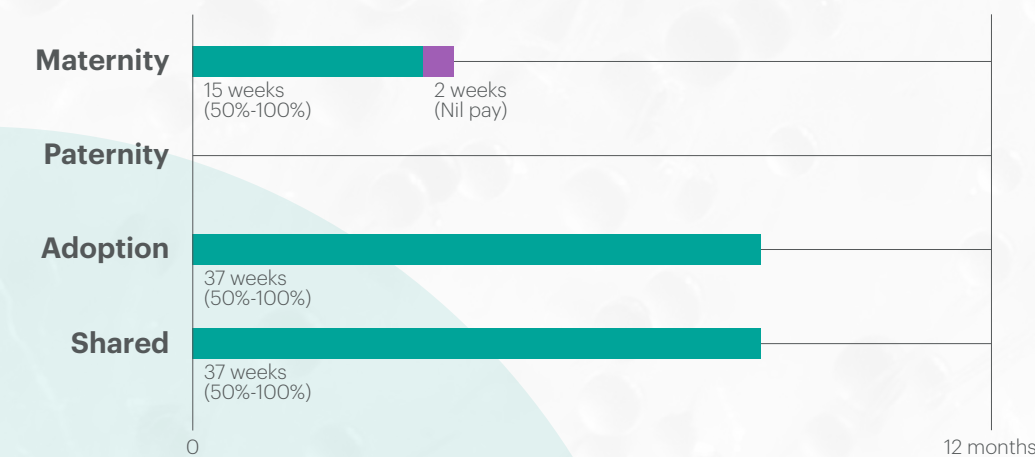
Northwest Territories



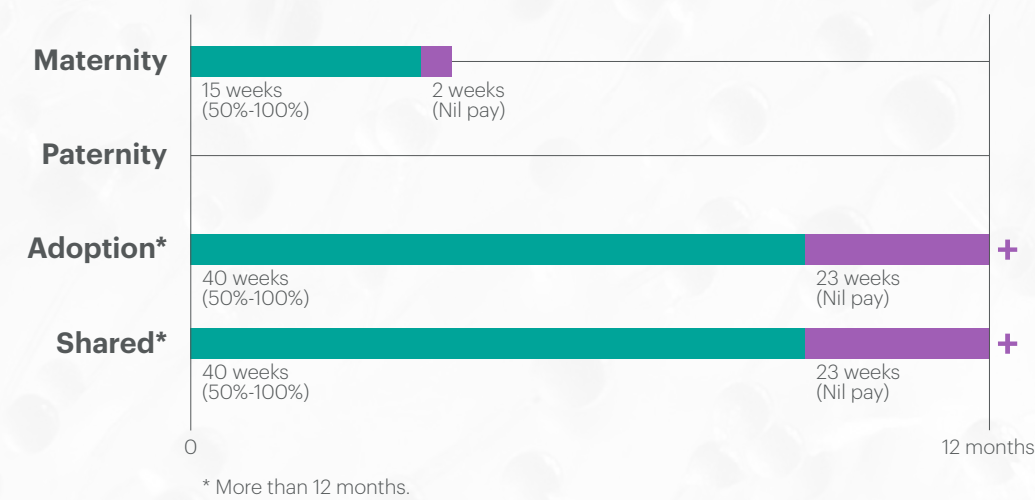
Nova Scotia



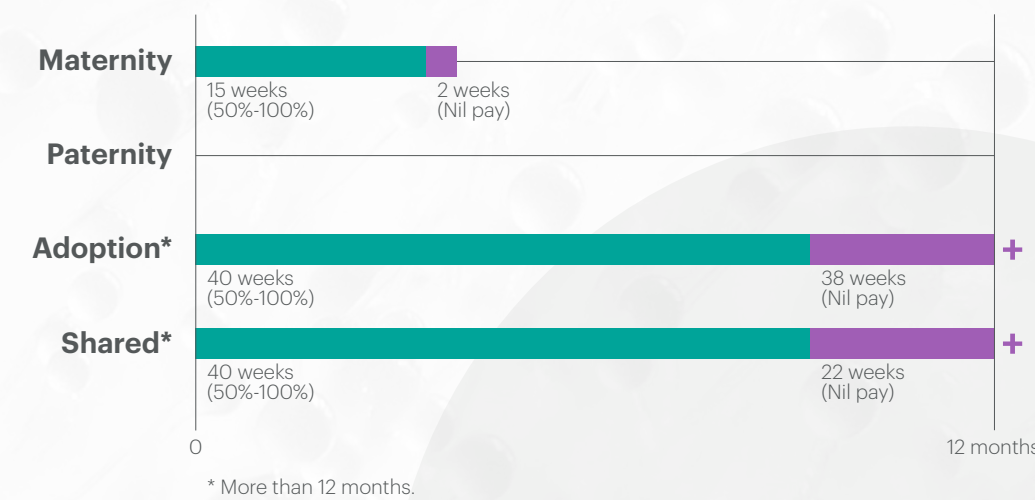
Nunavut



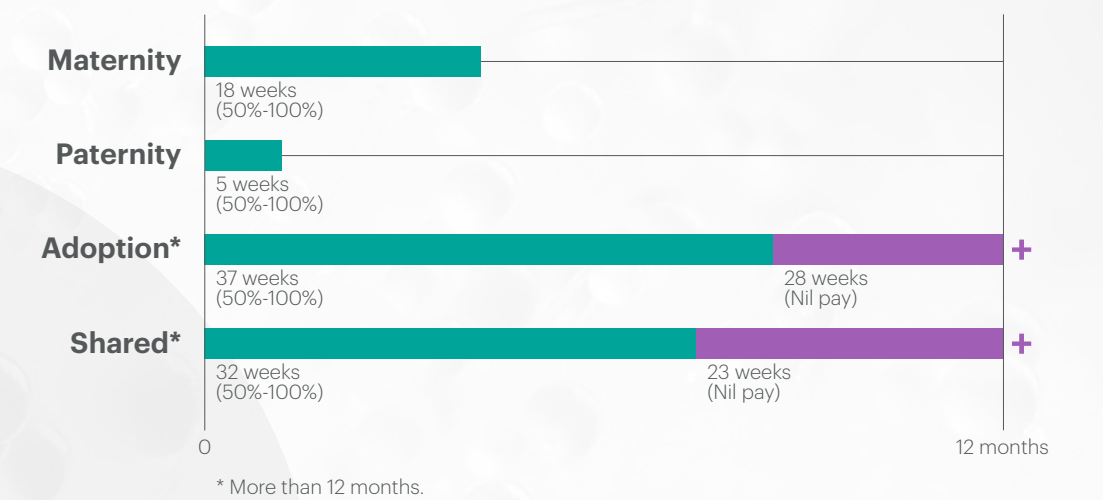
Ontario



Prince Edward Island



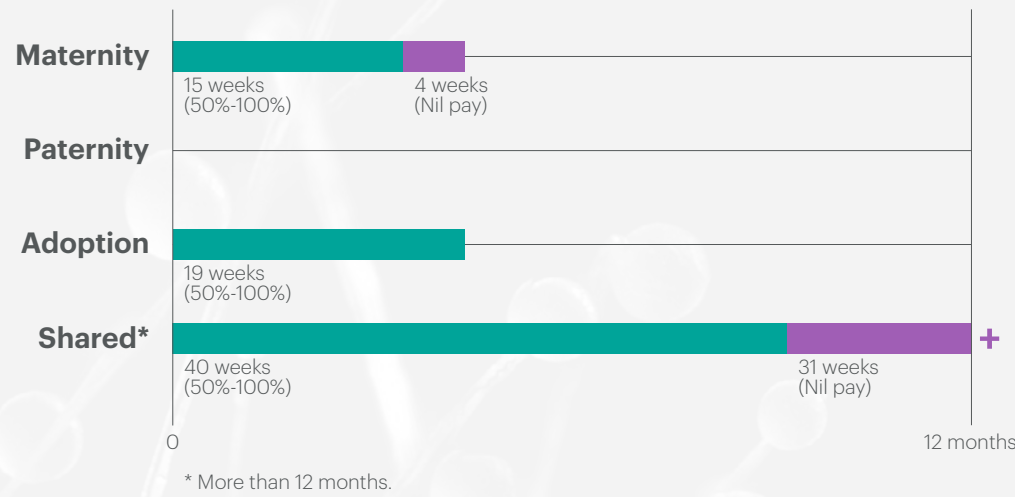
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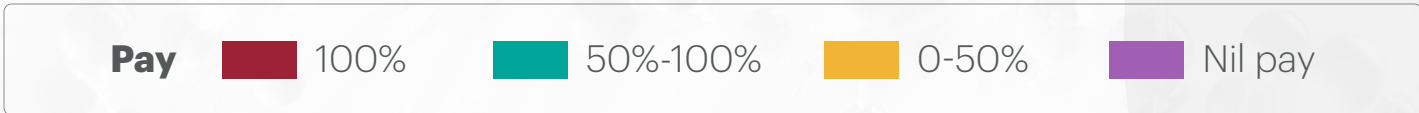
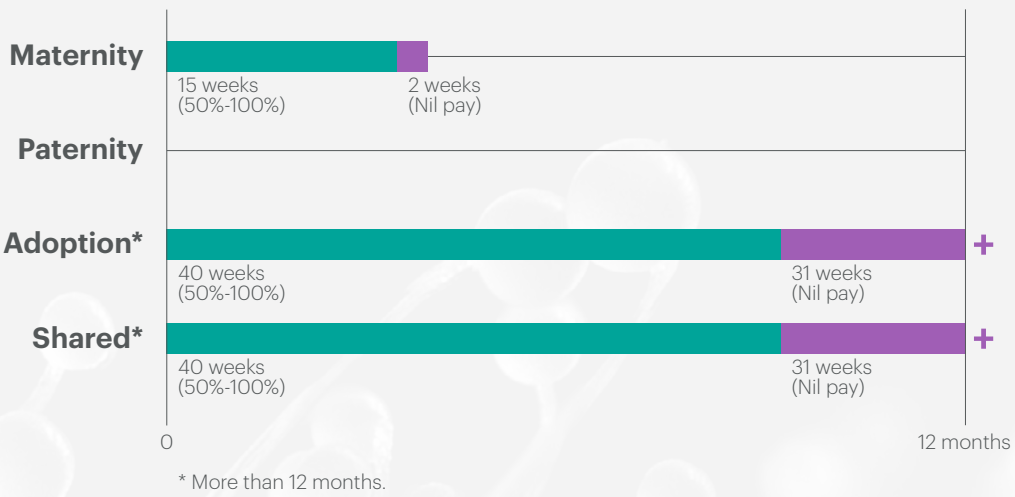
Pay 100% 50%-100% 0-50% Nil pay

North America – Canada

Saskatchewan



Yukon



Contacts



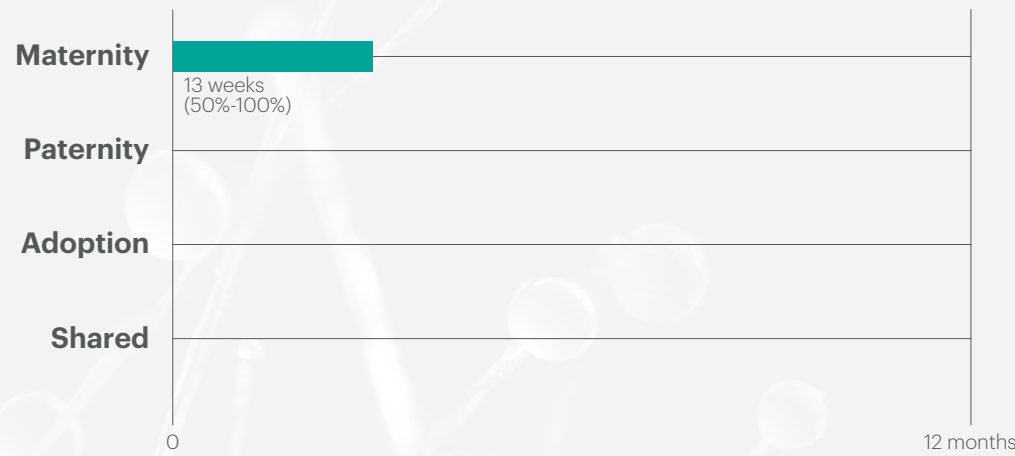
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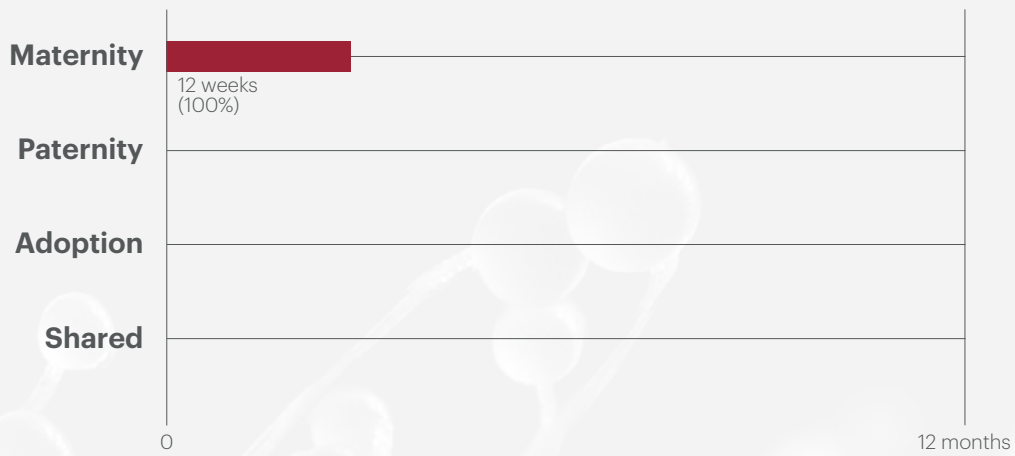
Catherine Coulter
 Ottawa, Canada
 D +1 613 783 9660
catherine.coulter@dentons.com

Caribbean

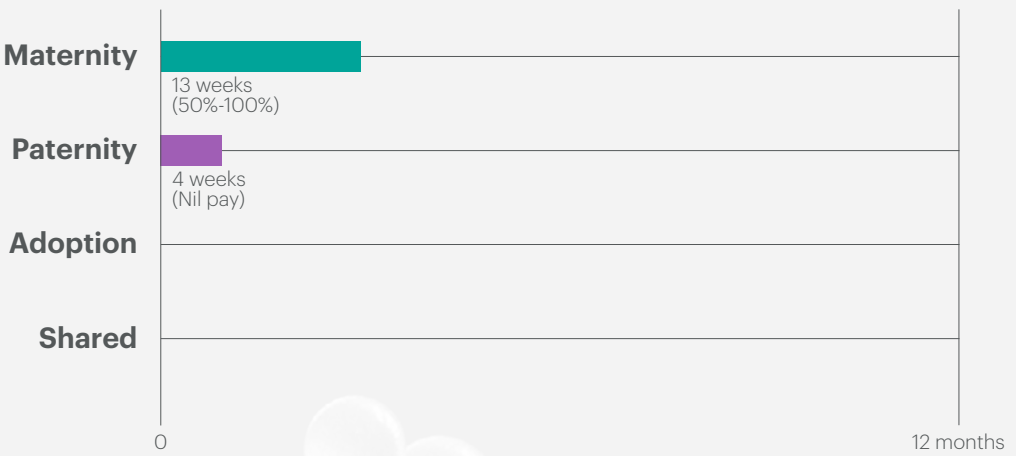
Antigua and Barbuda



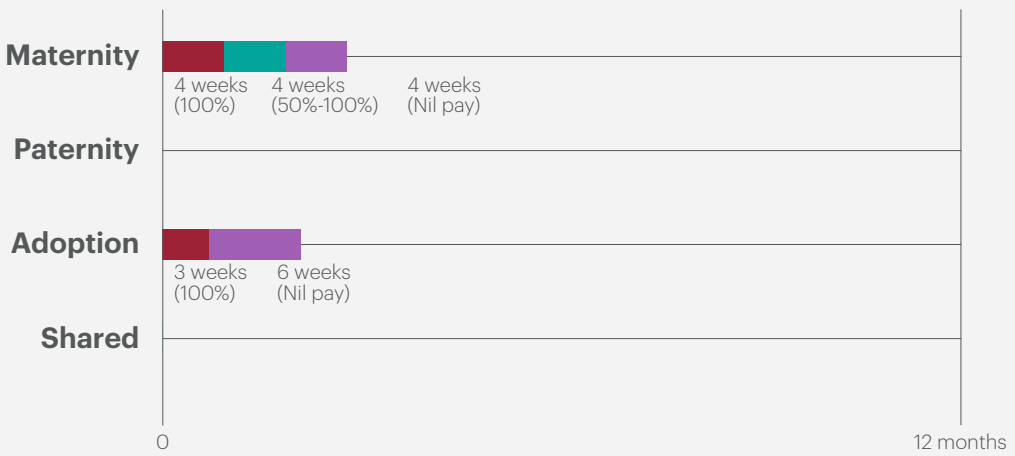
Barbados



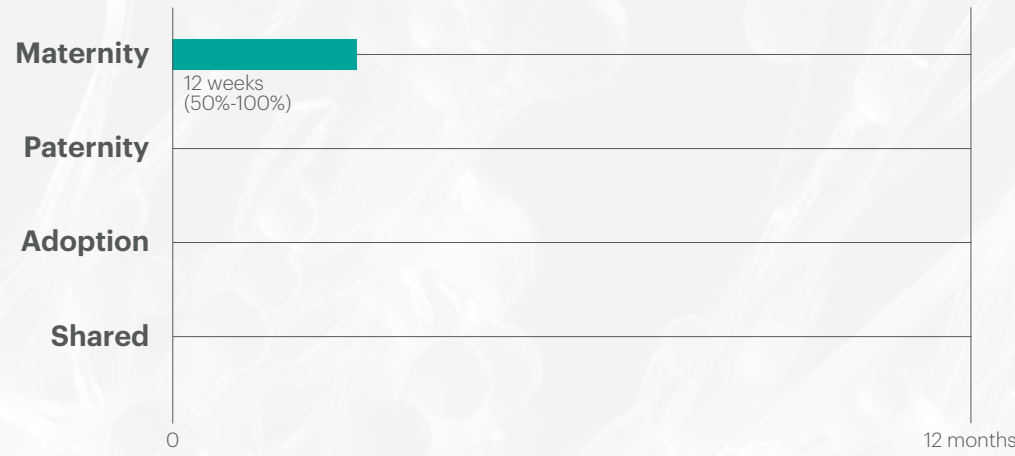
British Virgin Islands



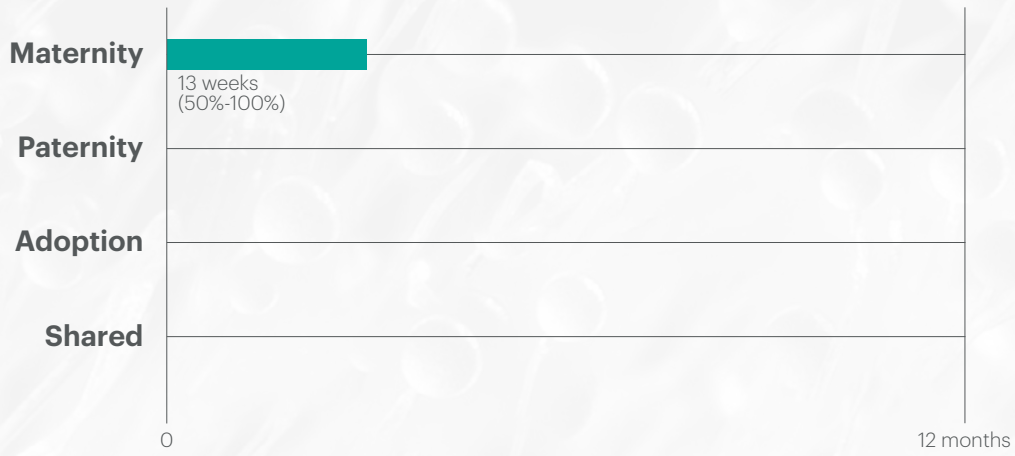
Cayman Islands



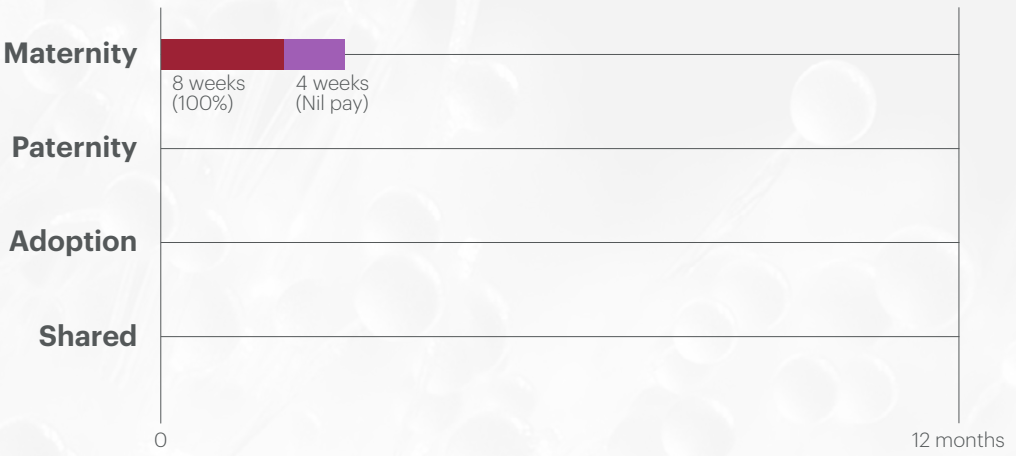
Dominica



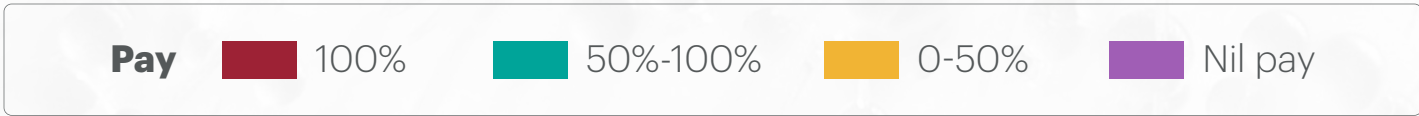
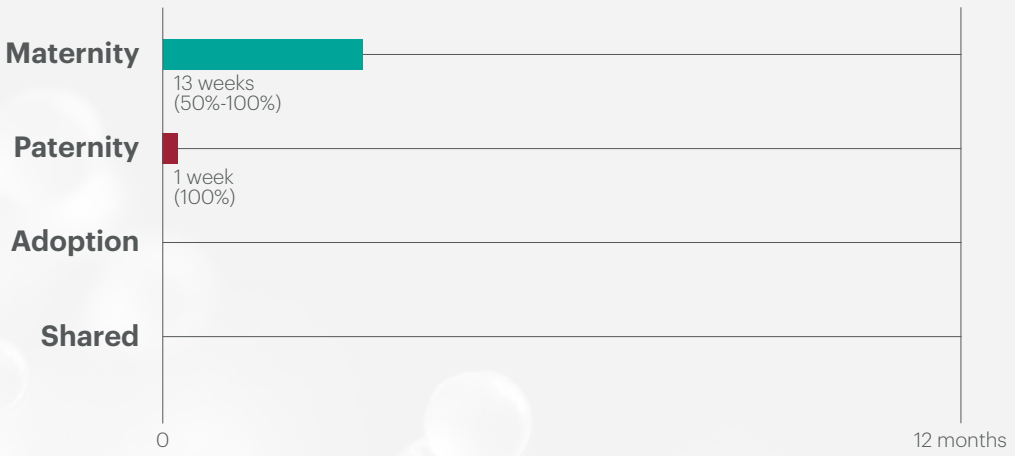
Grenada



Jamaica



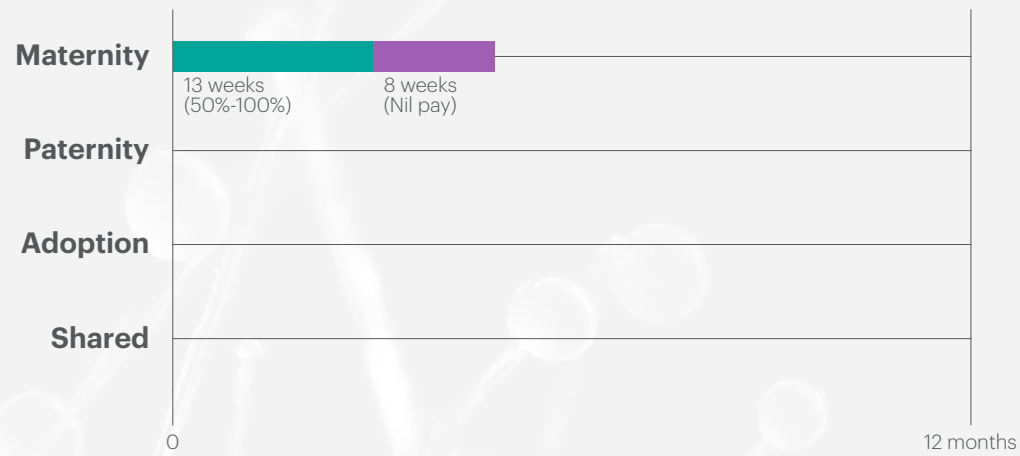
Saint Kitts and Nevis



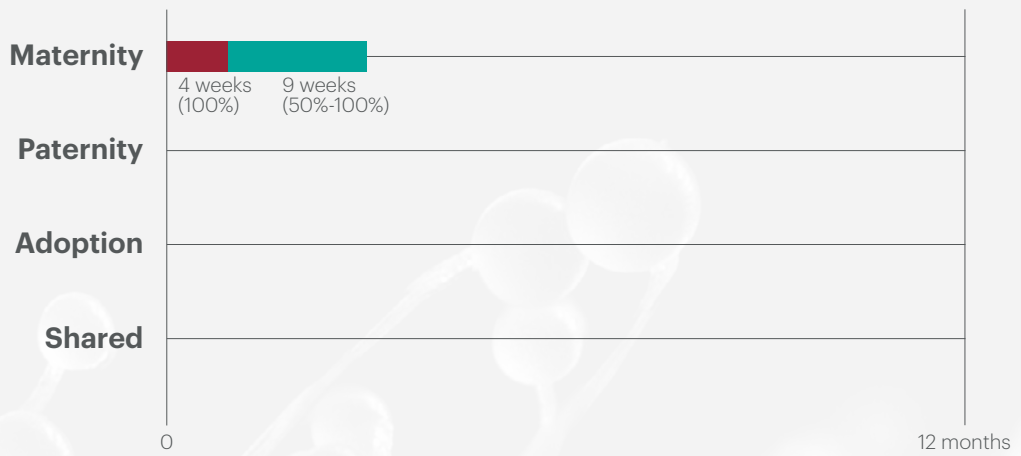
Caribbean

Contacts

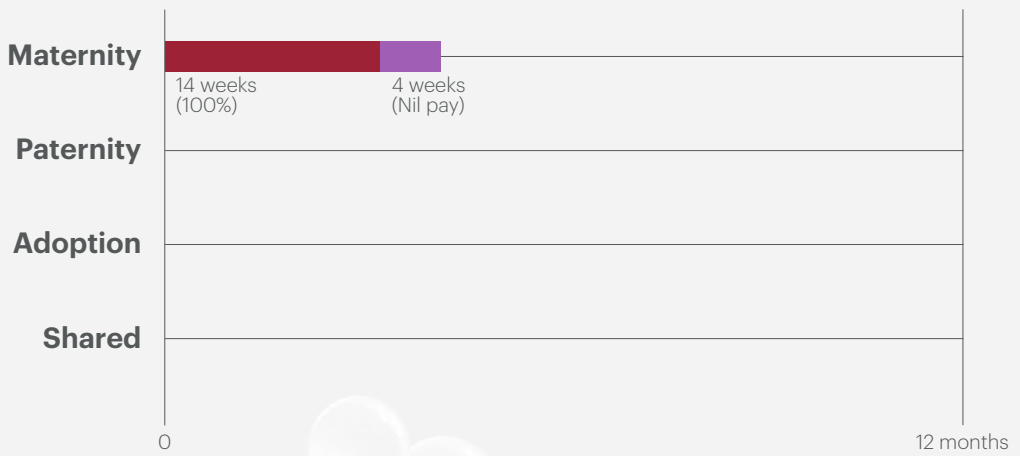
Saint Lucia



Saint Vincent and the Grenadines



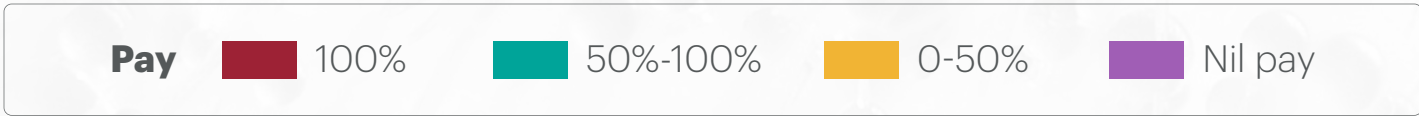
Trinidad and Tobago



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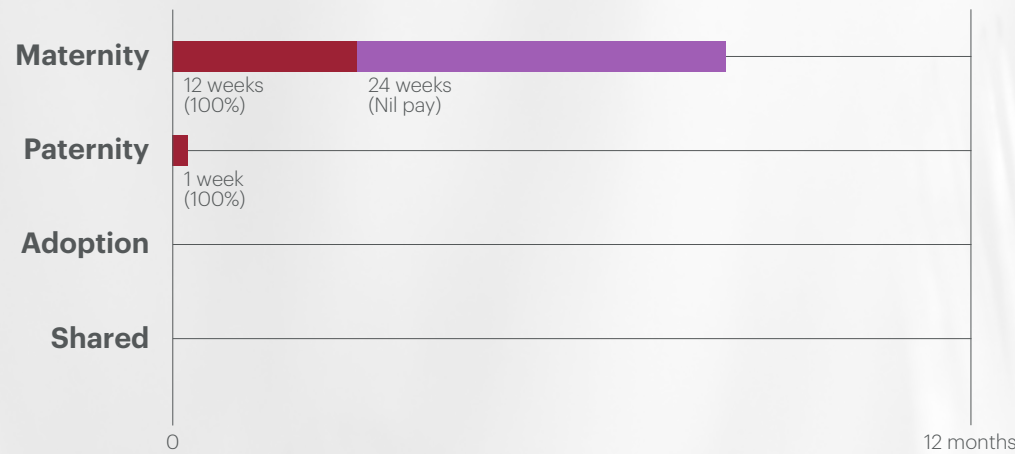


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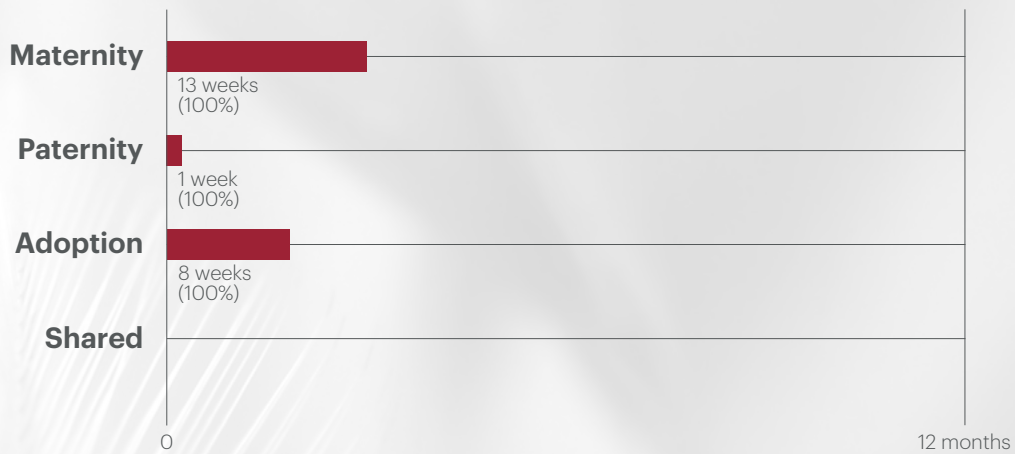


South and Central America

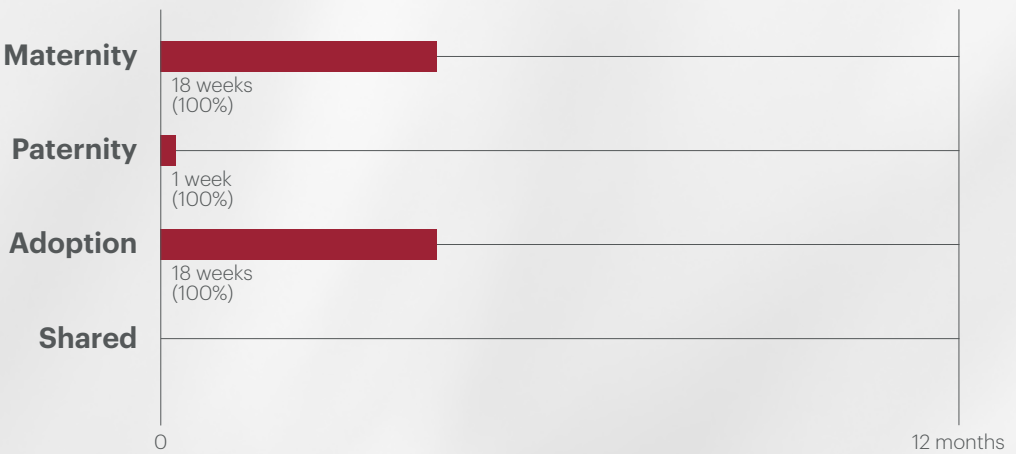
Argentina



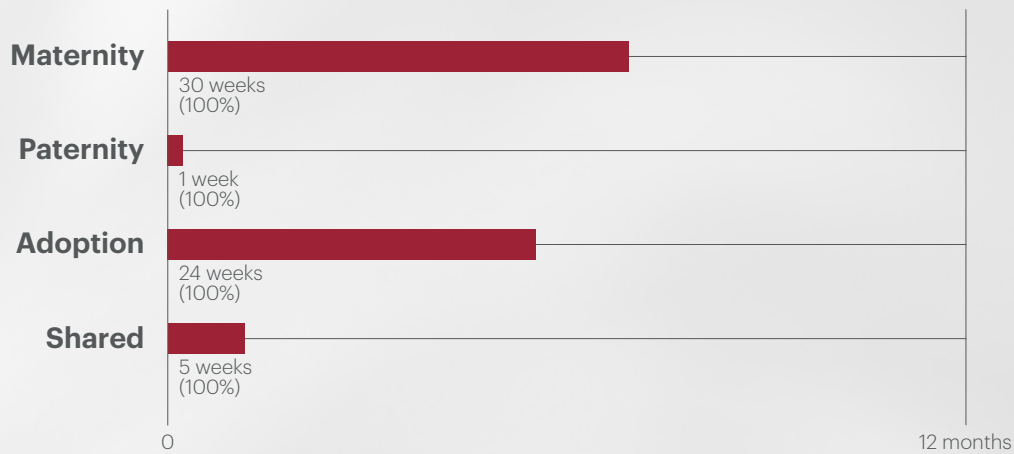
Bolivia



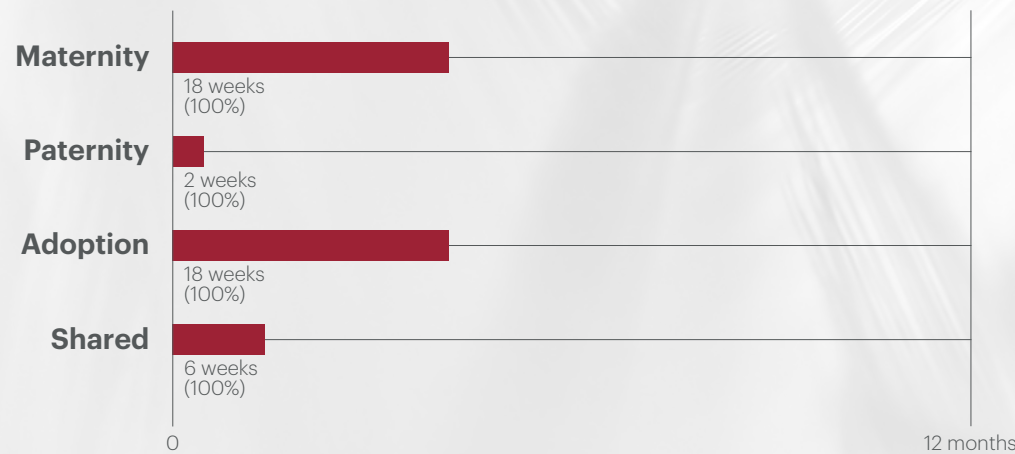
Brazil



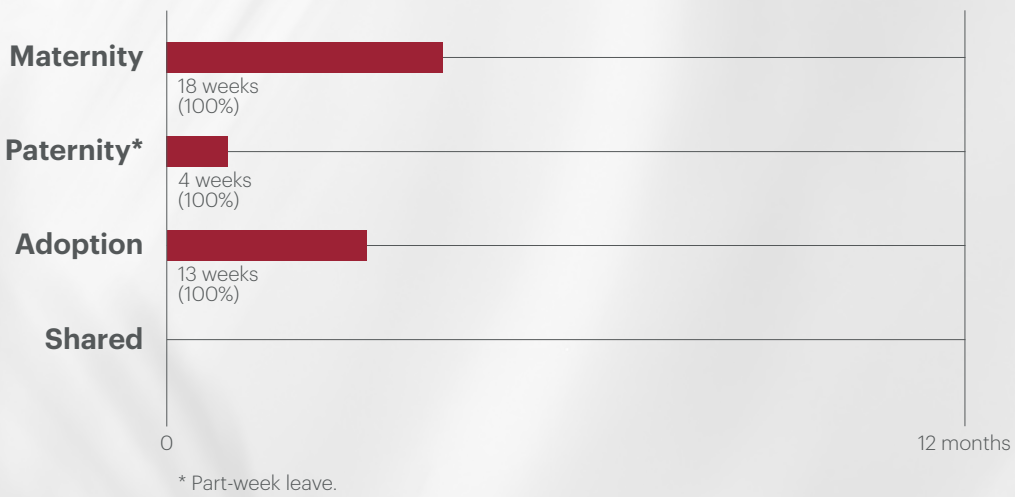
Chile



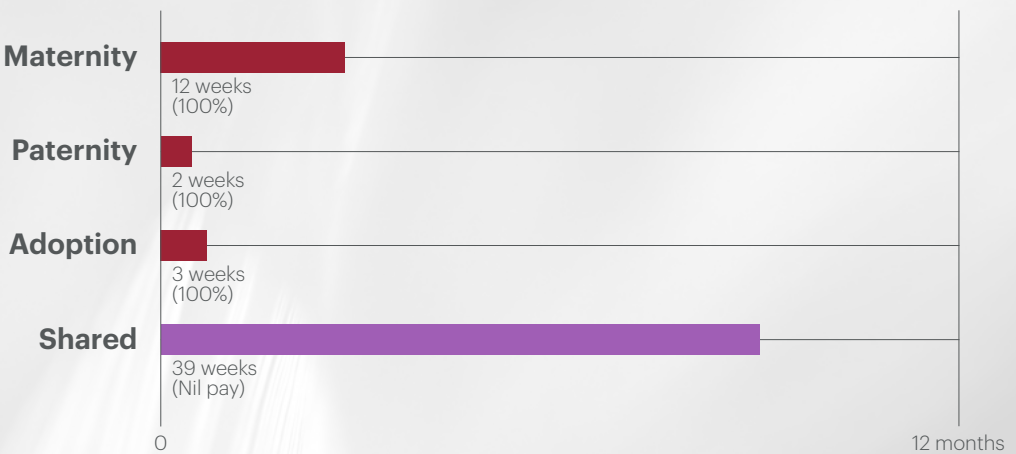
Colombia



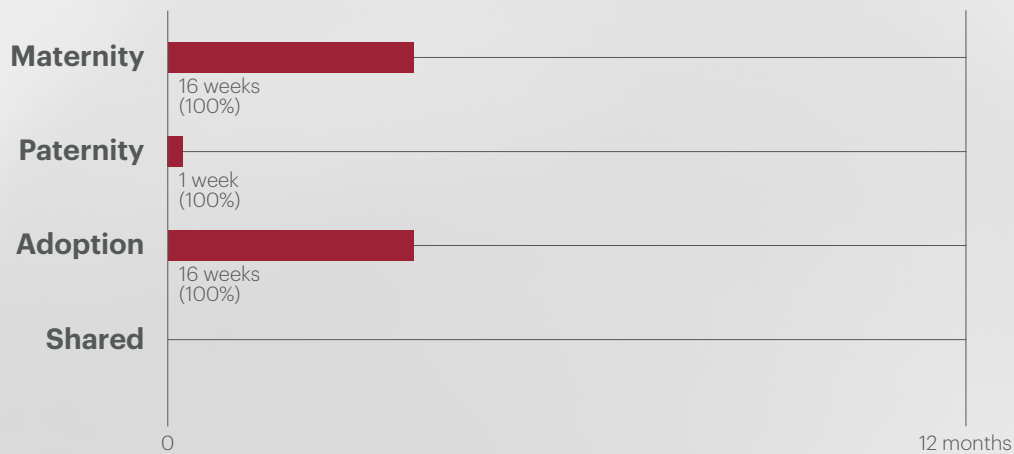
Costa Rica



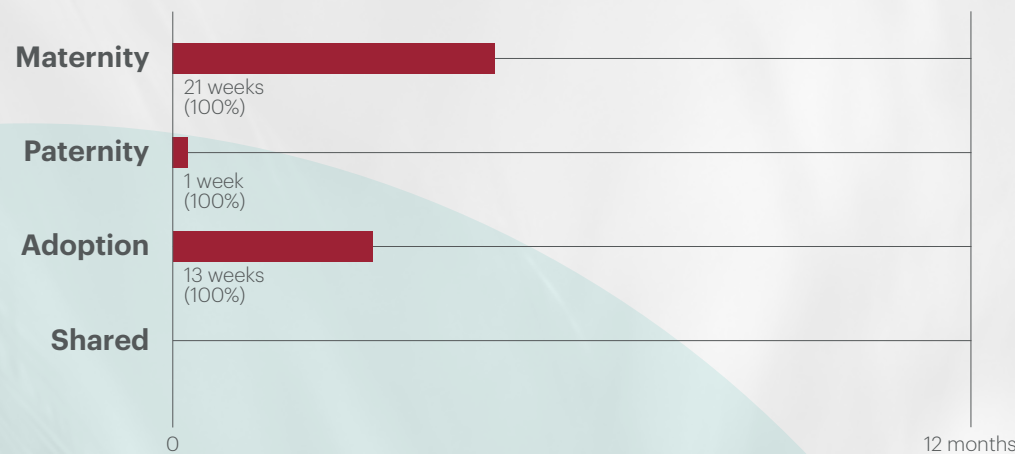
Ecuador



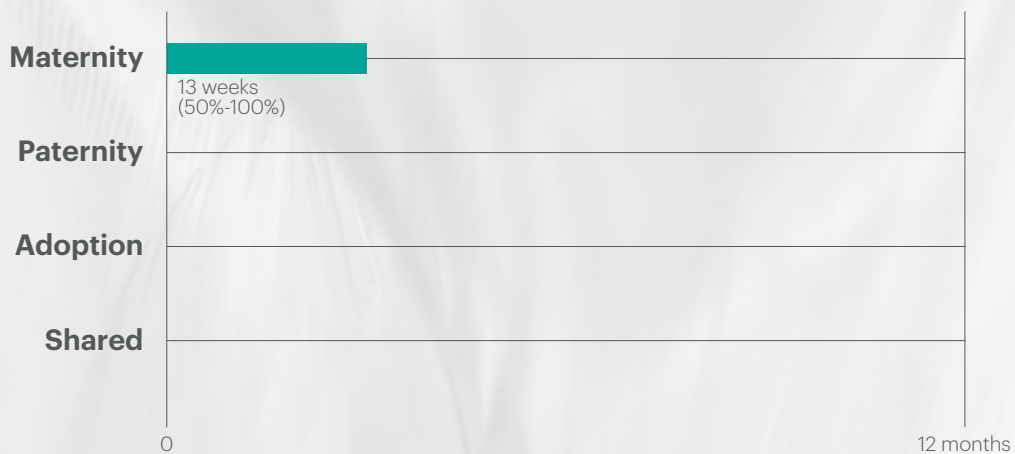
El Salvador



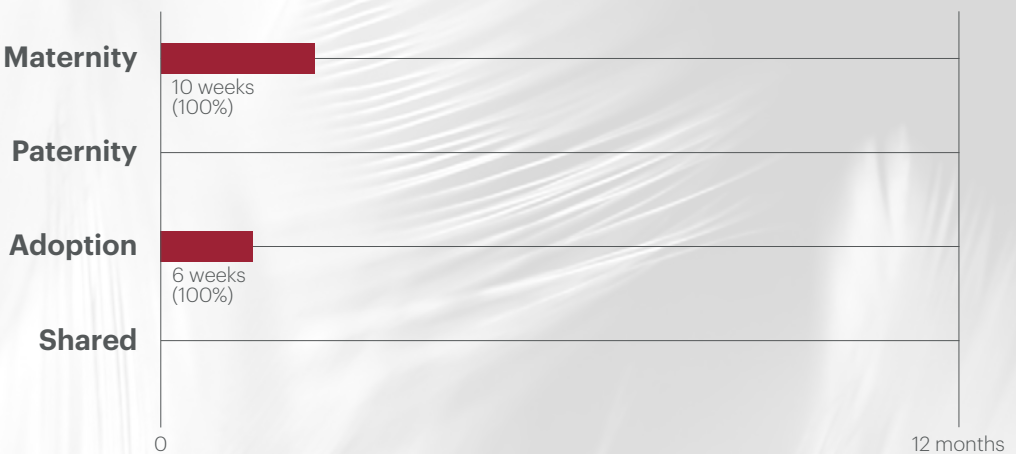
Guatemala



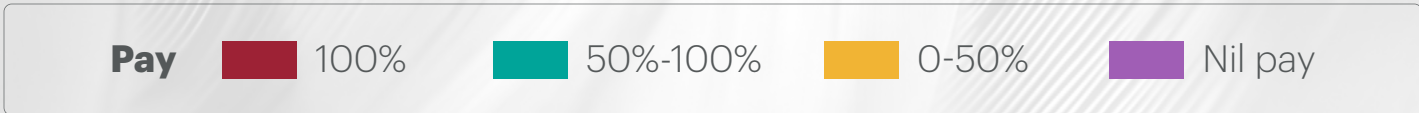
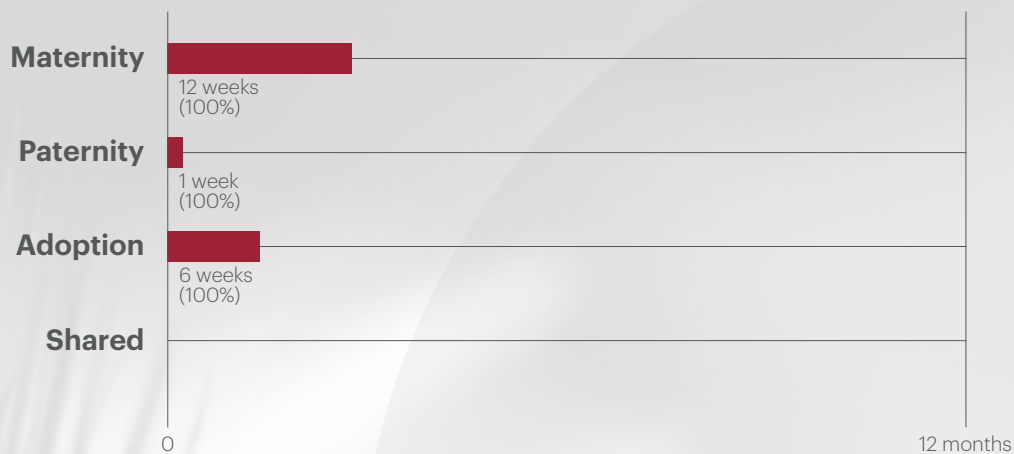
Guyana



Honduras



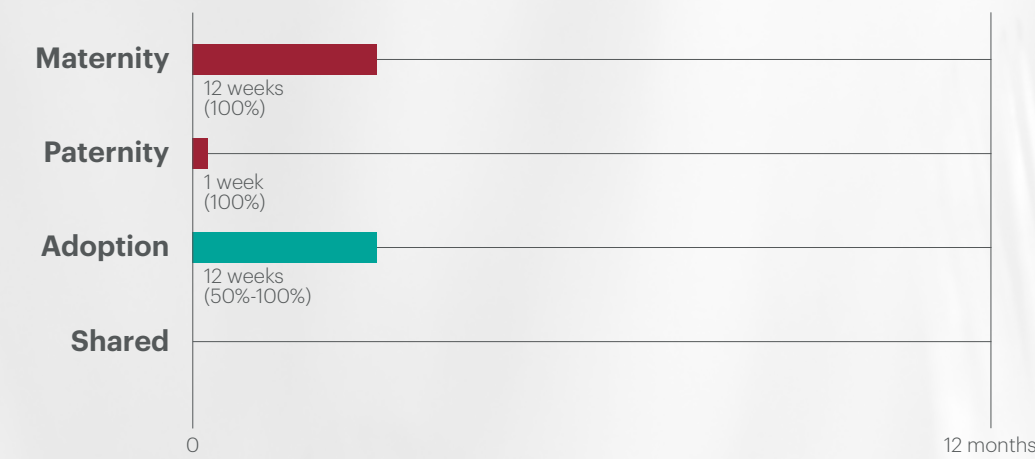
Mexico



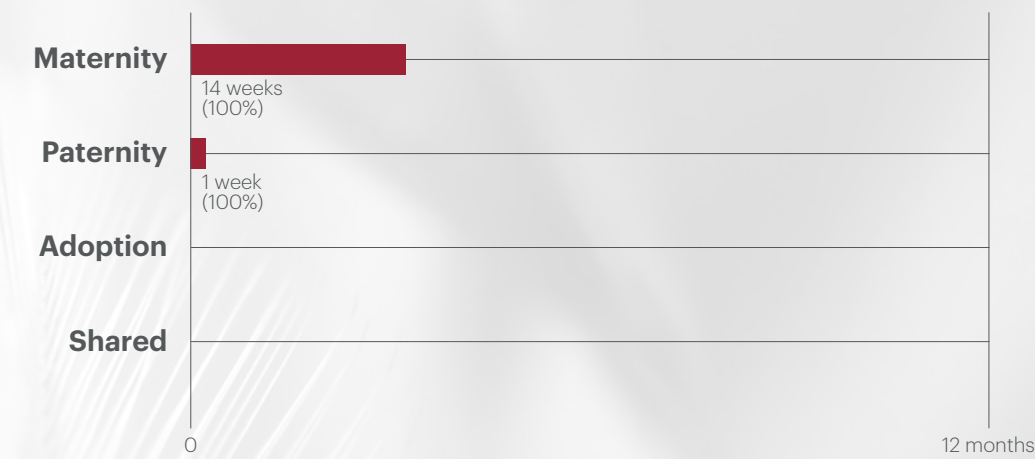
South and Central America

Contacts

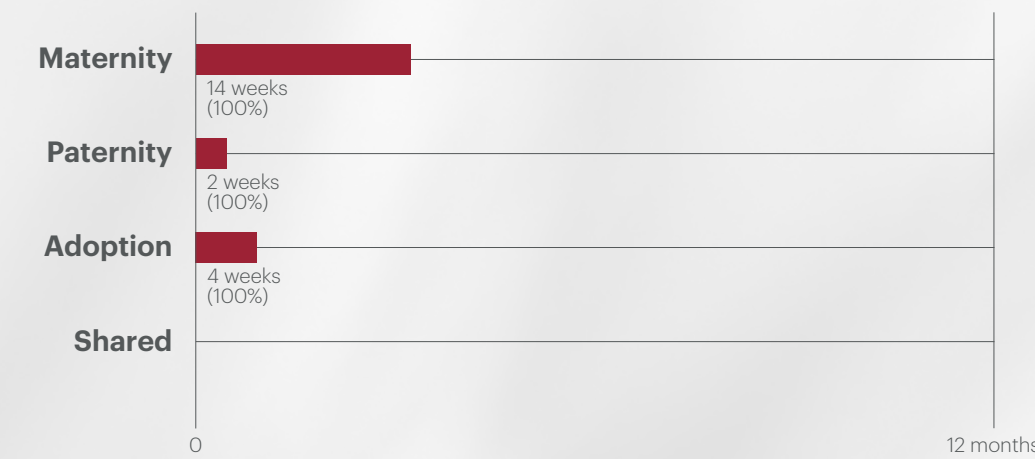
Nicaragua



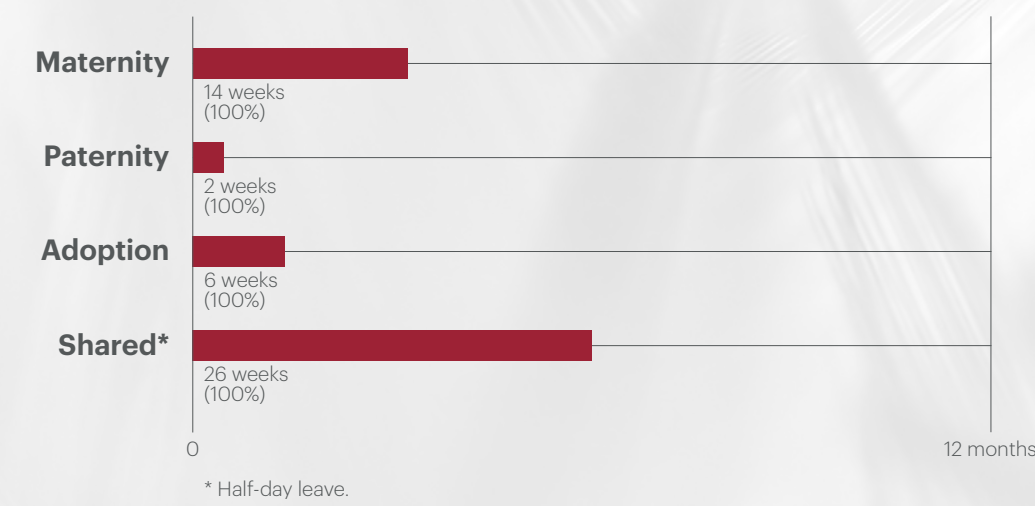
Panama



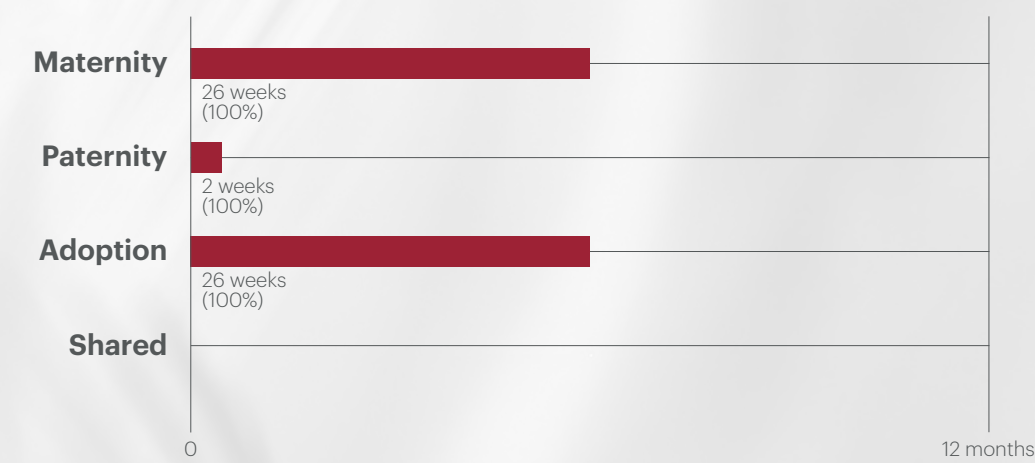
Peru



Uruguay



Venezuela



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

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