

Examples of leave provisions in national legislation which can be used by fathers at the time of childbirth ¹

Country	Provision
Africa	
Algeria	Three days' paid paternity leave
Cameroon	Maximum ten paid days' special family leave
Djibouti	Three days' paid paternity leave
Ethiopia	Five days of unpaid leave in the event of exceptional or serious events
Kenya	Two weeks' paid paternity leave
Madagascar	Ten days of unpaid leave for family events
Rwanda	Four days' paternity leave
Seychelles	Four days of paid leave for "compassionate reasons"
South Africa	Three days' paid family responsibility leave
Tanzania	Three days' paid paternity leave
Togo	Up to ten days of paid leave for "family events directly related to home"
Tunisia	One day of paternity leave (private sector); two days (public sector)
Uganda	Four working days' paid leave immediately after delivery
Asia (East, South-East, Pacific and South)	
Afghanistan	Ten days of "essential leave" (unpaid) that can be used for the birth of a new child
Cambodia	Ten days' special leave for family events
Indonesia	Two paid days when wife gives birth
Myanmar	Six days of paid "casual leave" that can be used by fathers to assist their spouses at the time of confinement
Philippines	Seven days' paid paternity leave for married workers
Viet Nam	Workers are allowed unpaid leave for family reasons
Central and South-Eastern Europe (Non-EU) and CIS	
Azerbaijan	Fourteen days' unpaid leave for men whose wives are on maternity leave
Bosnia and Herzegovina	Seven working days' paid paternity leave
Croatia	Seven days' paid leave for personal needs
Macedonia	Up to seven days' paid leave (determined by collective agreements)
Developed Economies and EU	
Belgium	Ten days' paid paternity leave
Estonia	Fourteen calendar days
Finland	Eighteen days' paid ²

Country	Provision
France	Eleven days' paid paternity leave, plus three days' paid leave for family reasons
Hungary	Five days' paternity leave
Iceland	Three months' paid parental leave reserved for the father
Latvia	Ten calendar days
Netherlands	Two days' paid paternity leave
New Zealand	Two weeks' unpaid paternity leave (or one week if only employed six months)
Norway	Ten weeks' paid parental leave reserved for the father
Portugal	Five days' paid paternity leave
Romania	Five working days' paid paternity leave
Slovenia	Ninety days' paternity leave (15 to be used before child is six months, remainder to be used before child is 3)
Spain	Four weeks' paid paternity leave ³
Sweden	Ten days' paid paternity leave, plus two months' paid parental leave reserved for the father
United Kingdom	Two weeks' paid paternity leave
Middle East	
Saudi Arabia	One day of paid paternity leave
Latin America and the Caribbean	
Argentina	Two days' paid paternity leave
Bahamas	One week of unpaid family-related leave
Brazil	Five days' paid paternity leave
Chile	Five days' paid paternity leave
Colombia	Eight days' paid paternity leave
Guatemala	Two days at birth of child
Paraguay	Two days' paid paternity leave
Uruguay	Three days' paternity leave for civil servants

¹ The table accounts for leave provisions reserved for fathers or leave that can be used by fathers as paternity leave. It does not include parental leave provisions that can be used by the father or mother unless a portion of the leave is reserved for fathers or such leave is indistinguishable from paternity leave (e.g., in Norway and Sweden maternity, paternity and parental leave are all considered part of the same system).

² If the father takes the last 12 working days in the parental allowance period, he gets 1-24 additional working days of leave ("daddy month").

³ Effective as of January 2011.

Sources: ILO Database of Conditions of Work and Employment Laws on Maternity Protection (2009) and ILO NATLEX.