22nd International Review of Leave Policies and Related Research 2026: comparative tables 2023-2026 (supplement material to Excel file)

This is an accompanying file to the 2026 International Review comparative tables. The International Review has a number of comparative tables, enabling comparisons to be made between participating countries. The formatting of these tables was revised in 2025, to make them more user-friendly, and the tables are now also accompanied by open-source Excel data for 2023 to 2026, making it easier to reuse the data. Please note that while the comparative tables in the 2026 International Review are cross-checked by country note authors, the accompanying Excel file is not. It is therefore always advisable to go to the country notes to cross-check the data for specific research purposes. When using this data, cite them as:

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Coding notes and indicators: several basic assumptions were made when building this comparative dataset:

- only statutory, post-natal and the first-child leave entitlements are coded;
- there is an assumption that mothers will maximise the post-natal maternity leave;
- only employment-based entitlements are coded (i.e. if there are citizenship-based entitlements aimed at the unemployed or inactive, these are not in comparative tables, but this data can be found in country notes);
- full-time employment assumption;
- full eligibility assumption (i.e. a person has met all the eligibility criteria such as a qualifying employment history);
- when coding maximum leave available to a family and leave transferability, there is an assumption of heterosexual, dual-earner family and both parents meeting the eligibility criteria for leave entitlements;
- the assumption that the parents will attempt to maximise the length of well-paid leave (i.e. when there is a choice, the most generous option in terms of benefit level is coded first);
- if there are differences in provisions in a country, provisions for private sector employees are coded (but when fully separate schemes for public and private employees exist in a country, then both schemes are coded, e.g. in Greece).
- duration of leave uses a common duration period: if that duration is months but the period of leave in a country is expressed as weeks, weeks are converted to months on the basis of 4.3 weeks=1 month, i.e. 12 weeks would be expressed as 2.8 months; if working days, they are converted into weeks based on the rule 1 week = 5 working days.

Indicator	Description	ML sheet	PtL sheet	PL sheet
Year	chronological year the data refers to	+	+	+
TIME				
Statutory ML/PtL/PL	Statutory entitlement to ML/PtL/PL leave in a country (0=no; 1=yes; 2=quotas within PL)	+	+	+
PtL/PL **duration**	Duration of PtL/PL in days, months or weeks, or until a certain age of a child (expressed using value as in country notes/legislation) (1st child)	...	+	+
ML/PtL/PL **total** (weeks; for PL in months and years per couple)	The *total* length of ML/PtL/PL in weeks (prenatal and postnatal) (1st child) // months & years for PL (in the case of PL the total length per heterosexual couple, both eligible to employment-based leave) (1st child)	+	+	+
ML **out**	ML length is included in total length of PL (0=no; 1=yes)	...	...	+
PL length **if ML utilised** (in months per couple)	PL length after ML has been used (in months) (1st child)	...	...	+
ML/PtL **postnatal** (weeks)	Length of *postnatal* ML/PtL in weeks (1st child)	+	...	...
Obligatory ML/PtL	Obligatory ML/PtL period in a country (0=no; 1=yes)	+	+	...
Obligatory ML/PtL **total** (weeks)	Length of total *obligatory* ML/PtL in weeks (1st child)	+	+	...
Obligatory ML /PtL **postnatal** (weeks)	Length of postnatal *obligatory* ML/PtL in weeks (1st child)	+	+	...
BENEFITS				
Statutory *paid* ML/PtL/PL	Statutory entitlement to *paid* ML/PtL/PL (0=no; 1=yes); in case of ML, also: 2=regional benefits (coded only for countries without national-level benefits where the regional benefits are provided in the whole country)	+	+	+
Paid ML/PtL/PL **total** (weeks; for PL in weeks and months)	*Total* length of *paid* ML/PtL/PL in weeks; for PL also months per couple (prenatal and postnatal) (1st child)	+	+	+
Paid ML/PtL **postnatal** (weeks)	Length of *paid postnatal* ML/PtL in weeks (1st child)	+	+	...
ML/PtL/PL **benefit**	Legal replacement rate or monthly flat-rate amount as defined in legislation	+	+	+
If FR or different rates: **average legal replacement rate**	If FR or differences in payment through the leave period, the average legal replacement rate is calculated (*please note: missing data for FR payments as average salaries are not added to the file*)	+	+	+
Ceiling on ML/PtL/PL benefit	Ceiling on ML/PtL/PL benefit (0=no; 1=yes; 2= ceiling on part of the leave; 3=flat-rate payment)	+	+	+
Ceiling amount (per month)	Ceiling amount in Euros (expressed per month, if not otherwise stated)	+	+	+

More PL benefit options	There are more options for PL payment, and parents can choose whether, for example, they would like to use shorter leave with higher benefits or vice versa (0=no; 1=yes)	...	...	+
PL benefit integration with PL	PL benefit integration with PL as a time right (0=no; 1=yes); 0 indicates that separate schemes exist in a country, one regulating parental leave time, and the other parental leave benefits	...	...	+
Payments are taxed	ML/PtL benefit is taxed (0=no; 1=yes); if n/d, this information is not available or fully clear in country notes	+	+	...
Companies' top-ups	Some employers top-up statutory entitlements in a country (0=no; 1=yes); weak reliability of this indicator	+	+	...
TRANSFERABILITY				
ML/PtL **transferable**	ML/PtL entitlements are transferable to another person (0=no; 1=yes; 2=in special circumstances)	+	+	...
Transferability **in any** circumstances	ML/PtL is transferable to another person under any circumstances (0=no; 1=father/co-parent; 2=another family member/person)	+	+	...
Transferability **in special** circumstances	ML is transferable only in special circumstances, e.g. mother's death, incapacity to take care of a child, etc. (0=no; 1=father/co-parent; 2=another family member/person)	+	...	...
PL **entitlement**	Indicates the character of PL entitlement in a country, as defined in legislation (0=mothers right, transferable; 1= family right; 2= individual right, transferable; 3= individual, partially transferable; 4= individual, non-transferable)	...	...	+
Paid PL **entitlement**	Indicates the character of *paid* PL entitlement in a country, as defined in legislation (0=mothers right, transferable; 1= family right; 2= individual right, transferable; 3= individual, partially transferable; 4= individual, non-transferable)	...	...	+
Mother's quota	Indicates if there are non-transferable months of PL (0=no; 1=yes)	...	...	+
If yes, **mother's quota length**	The length of non-transferable months of PL, aimed at mothers (in weeks)	...	...	+
Father's quota	Indicates if there are non-transferable months of PL (0=no; 1=yes)	...	...	+
If yes, **father's quota length**	The length of non-transferable months of PL, aimed at fathers (in weeks)	...	...	+
Bonus leave time/benefit	Indicates if there is additional leave available if parents share PL more equally (0=no; 1=yes)	...	...	+
If single parent, they can use all the leave	Indicates whether the single parent can use quota months, i.e. leave time reserved for "another" parent (0=no; 1=yes)	...	...	+

ADDITIONAL LEAVE				
ML/PtL/PL **extension**	ML/PtL/PL is extended in some circumstances (0=no; 1=yes)	**+**	**+**	**+**
ML/PL: **additional time for**				**+**
– premature birth	ML is extended in the case of premature birth; this does not include situations where only the difference between the actual birth and planned birth is provided for in the post-birth period, but only the situations where parents are provided for additional time (0=no; 1=yes)	**+**	**…**	**+**
– multiple births	ML is extended in the case of multiple births (0=no; 1=yes)	**+**	**…**	**+**
– third or higher-order birth	ML is extended in the case of third or higher-order births (0=no; 1=yes)	**+**	**…**	**+**
– health reasons	ML is extended for health reasons, either mother's or child's (0=no; 1=yes)	**+**	**…**	**+**
– a child's disability	ML is extended in the case of a child's disability (0=no; 1=yes); this does not include any "special" leave for families with a child with disability, but only ML extensions based on this condition	**+**	**…**	**+**
PtL: **Length of leave extended**	Length of leave is extended in the case of: 1= premature birth; 2=multiple births; 3=third or higher order birth; 4=health reasons; 5=child's disability; 6=other reason	**…**	**+**	**…**
LEAVE TIME FLEXIBILITY				
PtL **time flexibility**	PtL can be used in a flexible way (0=no; 1=yes)	…	+	+
Dynamic of leave use	ML /PtL can be used in one continuous or it can be interrupted and used in several blocks (0=in continuous block; 1=in several blocks)	+	+	+
Leave can be taken **part-time**	ML/PtL can be taken part-time (e.g. one day a week, on a half-day basis, etc.) (0=no; 1=yes)	+	+	+
Leave can be used **until the child turns**	Leave can be used within a defined period after the birth, usually until the child turns a certain age (1=1 month; 2=2 months; 3=3 months; 4=4 months; 5= 5 months; 6=6 months … i.e. child's age)	…	+	+
Simultaneous use of leave	Both parents can use their entitlements at the same time (0=no; 1=only some days; 2=yes)	…	…	+