



PAID LEAVE FOR FATHERS

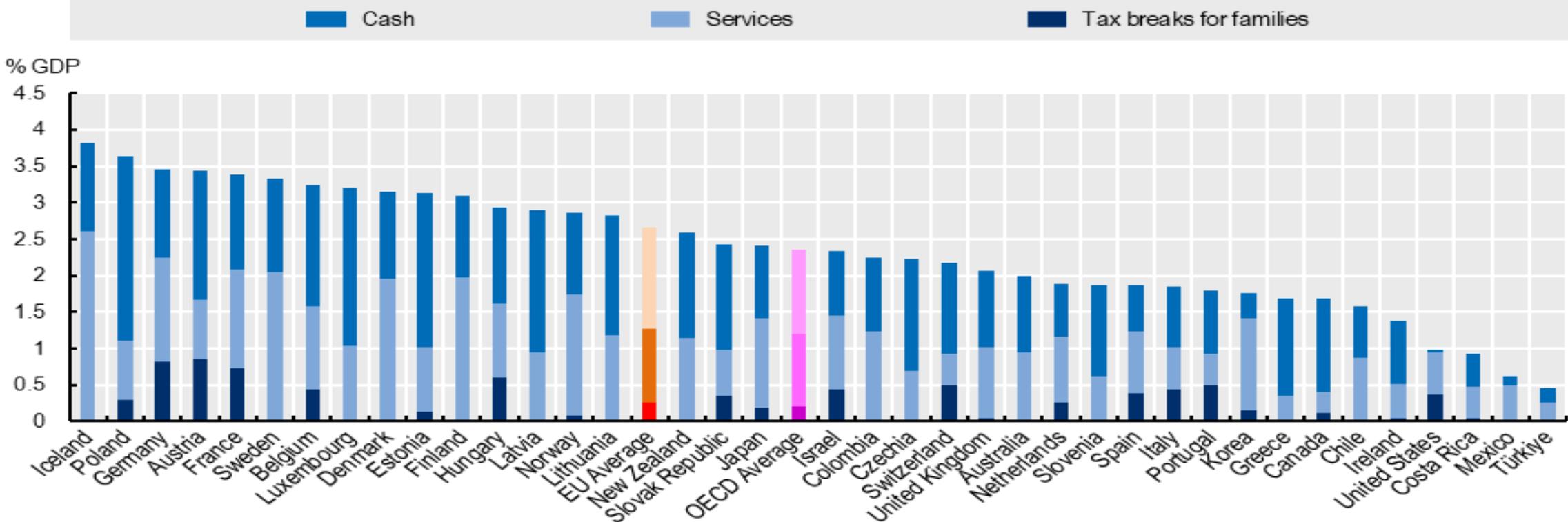
COFACE working group on work-life balance

On-line event - 27 January 2026

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The magnitude of family support varies considerably across countries

Public expenditure on family benefits by type of expenditure, in percent of GDP, 2021

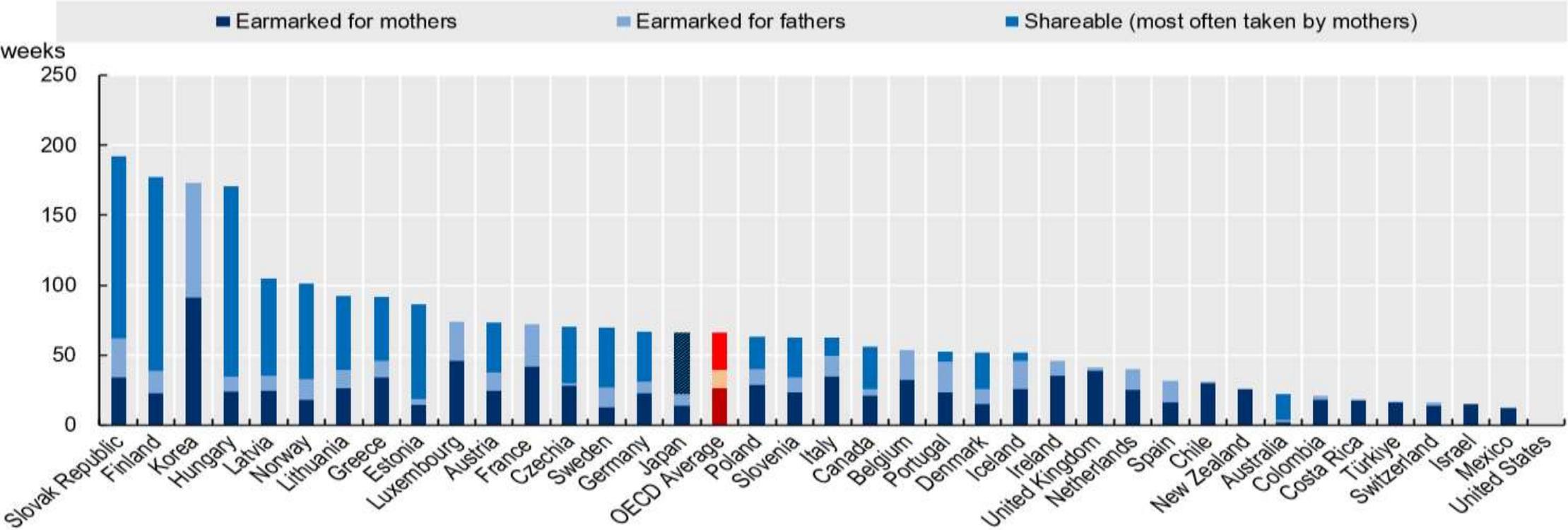


Source: OECD (2025), OECD Social Expenditure Database <http://oe.cd/socx/>

The duration of paid leave benefits for parents is about one year on average across the OECD

Duration of paid child-related leave

Duration of paid parental leave entitlements in weeks across different leaves (maternity leave, paternity leave, parental leave, home care leave), 2025

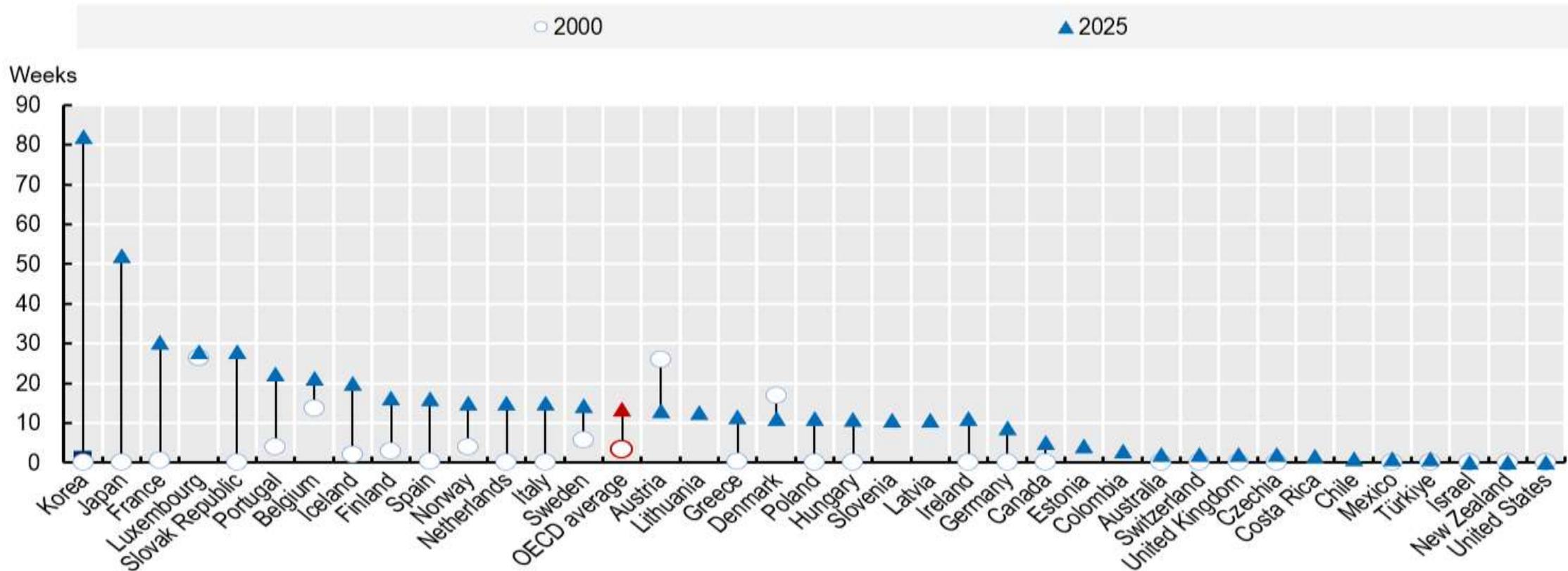


Source: OECD (2025), "PF2.1 Parental Leave Systems", OECD Family Database, <http://oe.cd/fdb>.

The length of paid leave “earmarked” for fathers has increased since 2000 in many OECD countries

Duration of paid leave for fathers

Length of paid paternity leave and paid child-related leave earmarked for fathers, 2000 and 2025

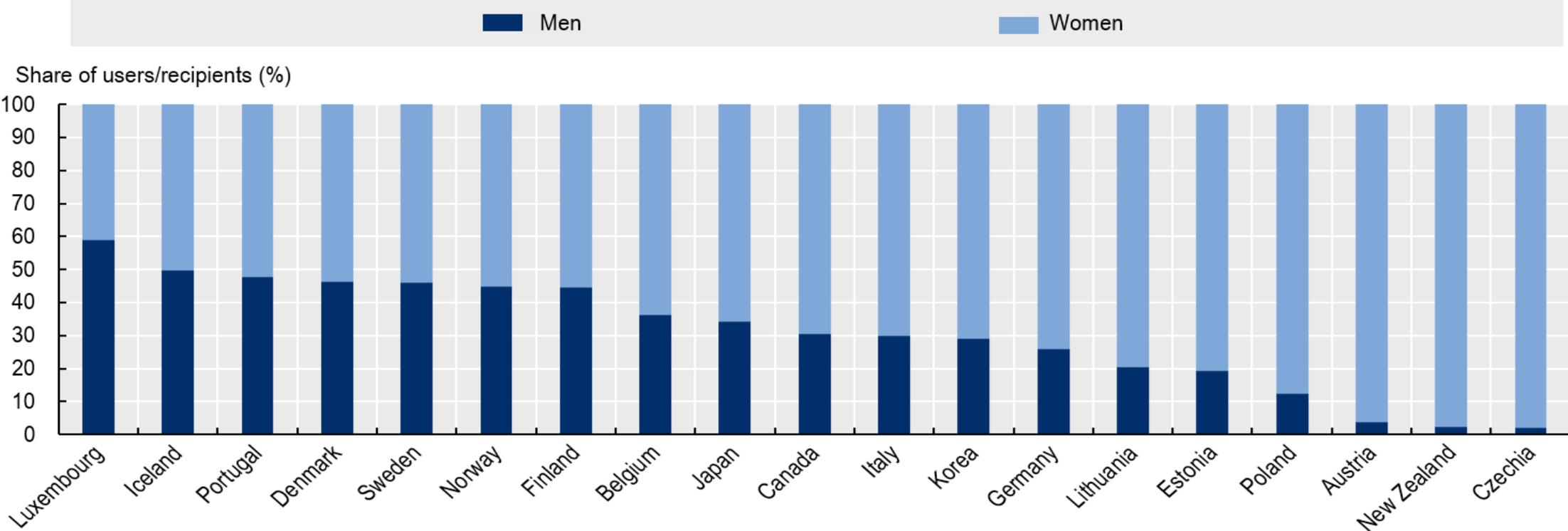


Source: OECD (2025), “PF2.5 Trends in leave entitlements around childbirth”, OECD Family Database, <http://oe.cd/fdb>.

Men's use of paid parental leave differs widely between countries

Gender Distribution of leave users

Gender distribution of recipients/users of publicly-administered paid parental leave/benefits, 2024



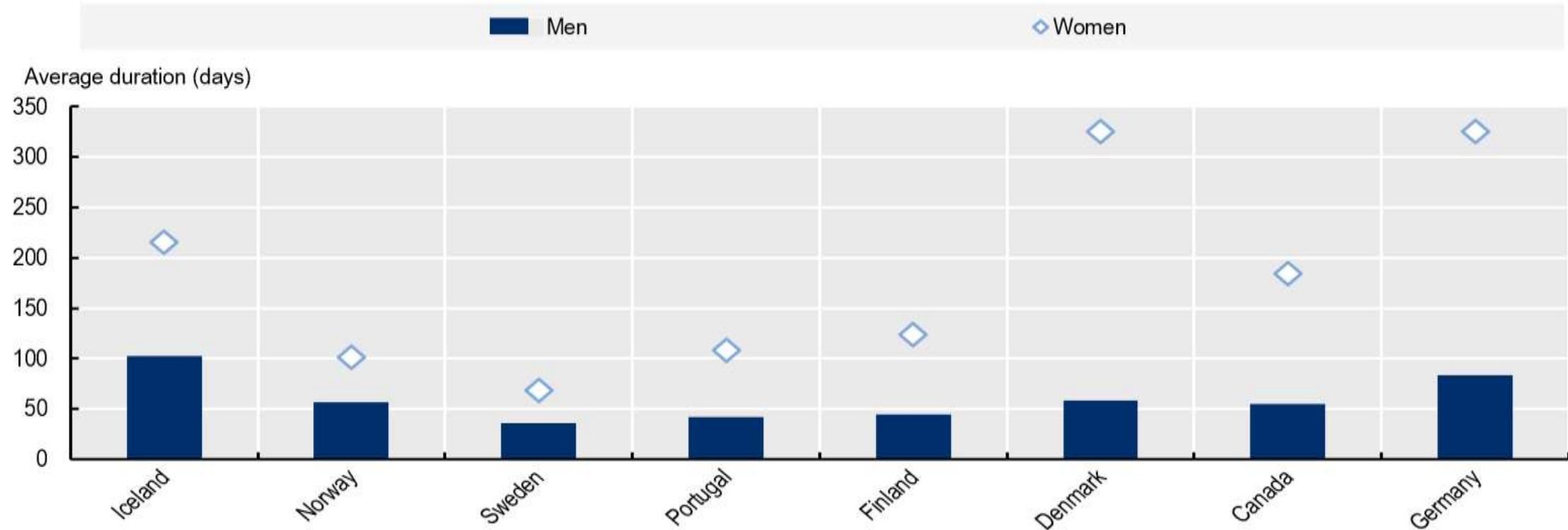
Source: OECD (2025), "PF2.2 Use of childbirth-related leave benefits", OECD Family Database, <http://oe.cd/fdb>.

Note: Data for Belgium, Canada and New Zealand refer to 2023 and for Denmark to 2022.

...but across countries the duration of leave taken by fathers is much shorter than for mothers

Duration of leave used by gender

Average number of days of leave allowances/benefits paid out per recipient/users, 2024



Source: OECD (2025), "PF2.2 Use of childbirth-related leave benefits", OECD Family Database, <http://oe.cd/fdb>.

Note: Data for Canada refer to 2023 and for Denmark to 2022.

Policy towards paid child-related leave for fathers can support gender equality

- Work towards the provision of **a continuum of supports** for families throughout childhood - including parental leave, formal childcare and financial supports - and ensure its sustainability over time.
- Support the reconciliation of work and family life for **both parents**, support the **use of child-related leave** by both parents.
- Increased use by fathers of child-related leave is likely to strengthen **women's labour market position** in future and contribute to economic growth
- Father's using leave can enhance child-father bonding, increased engagement in personal care activities, as well as father's and **family's well-being**.

Thank you

Find out more about our work at:

 <http://oe.cd/fdb>

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