

	Labor standards 1985-1993 ^a (1)	Employment protection 1990 ^b (2)	Minimum annual leave (weeks) 1992 ^c (3)	Duration of parental leave (weeks) 1995 ^d (4)
Austria	5	16	5	104
Belgium	4	17	4	(260) ^e
Denmark	2	5	5	28
Finland	5	10	5	156
France	6	14	5	156
Germany (W)	6	15	3	156
Ireland	4	12	3	18
Italy	7	20	None	46
Netherlands	5	9	4	40
Norway	5	11	4.2	52
Portugal	4	18	3-4.4	40
Spain	7	19	5	52
Sweden	7	13	5.4	78
Switzerland	3	6	4	14 ^f
UK	0	7	None	40
Japan	1	8	2	52
Australia	3	4	4	52
New Zealand	3	2	3	52
Canada	2	3	2	38
US	0	1	None	12