

Supplementary Table 1. Parental Leave Policies for American Board of Medical Specialties (ABMS) Members as of 2018

Subspecialty Policies that do not address Parental Leave			
	Total Allowed Leave		Total Allowed Leave
Allergy and Immunology	4 wks/yr	Orthopedic Surgery	6 wks/yr
Anesthesiology	12 wks during years 1-3	Otolaryngology	6 wks/yr
Emergency Medicine	6 wks/yr	Preventive Medicine	8 wks/yr
Family Medicine	4 wks/yr	Radiology	Leave is not time based
Nuclear Medicine	No max	Urology	6 wks/yr
Ophthalmology	No max		
Subspecialty Policies that specifically address Maternity Leave			
	Total Allowed Leave		
Neurological Surgery	No max		
Obstetrics and Gynecology	8 wks/year; 20 wks in training		
Pathology	4 wks/year		
Pediatrics	4 wks/year no more than 3 months in during training		
Plastic Surgery	4 wks/year		
Physical Medicine and Rehabilitation	6 wks/year		
Psychiatry and Neurology	No max given		
Surgery	4 wks/year		
Subspecialty Leave Policies are not available			
Colon and Rectal Surgery			
Thoracic Surgery			

Abbreviations: Wks: weeks. Adapted from Varda et al ²³ JAMA 2018

Supplementary Table 2. Comparison of Maternity Leave among European and North American Nations

Country	Duration of Maternity Leave Weeks Post Natal	Payment
European Union		
Sweden	7 NM	Optional
Germany	8 M	100%
Belgium	9 M	100%
Netherlands	10 M	100%
France	14 NM	100%
Finland	2 M, 9 NM	56 days at 90% then 70%
Denmark	2 M, 14 NM	100%
Italy	16 M	100%
United Kingdom	2 M, 41 NM	Variable
Ireland	4 M, 40 NM	€230 for 26 weeks then unpaid
North America		
Canada	15-17 NM	55%
United States	12 NM	0 %

Abbreviations: NM; Non-mandatory, M; Mandatory. This table was adapted from Dingemann et al ²⁶. Maternity leave policies in the EU (governed by the 1992 Pregnant Workers Directive). Minimum period for maternity leave at 14 weeks, with 2 weeks' compulsory leave before and/or after childbirth; leave subject to national legislation. Canadian maternity leave is supplemented by Canada's Employment Insurance and may be topped up provincially.

Appendix 1 to Jakubowski JS, Baltzer H, Lipa JE, et al. Parental leave policies and perceptions of pregnancy during surgical residency training in North America: a scoping review. *Can J Surg* 2023. Copyright © 2023 The Author(s) or their employer(s). To receive this resource in an accessible format, please contact us at cmajgroup@cmaj.ca.