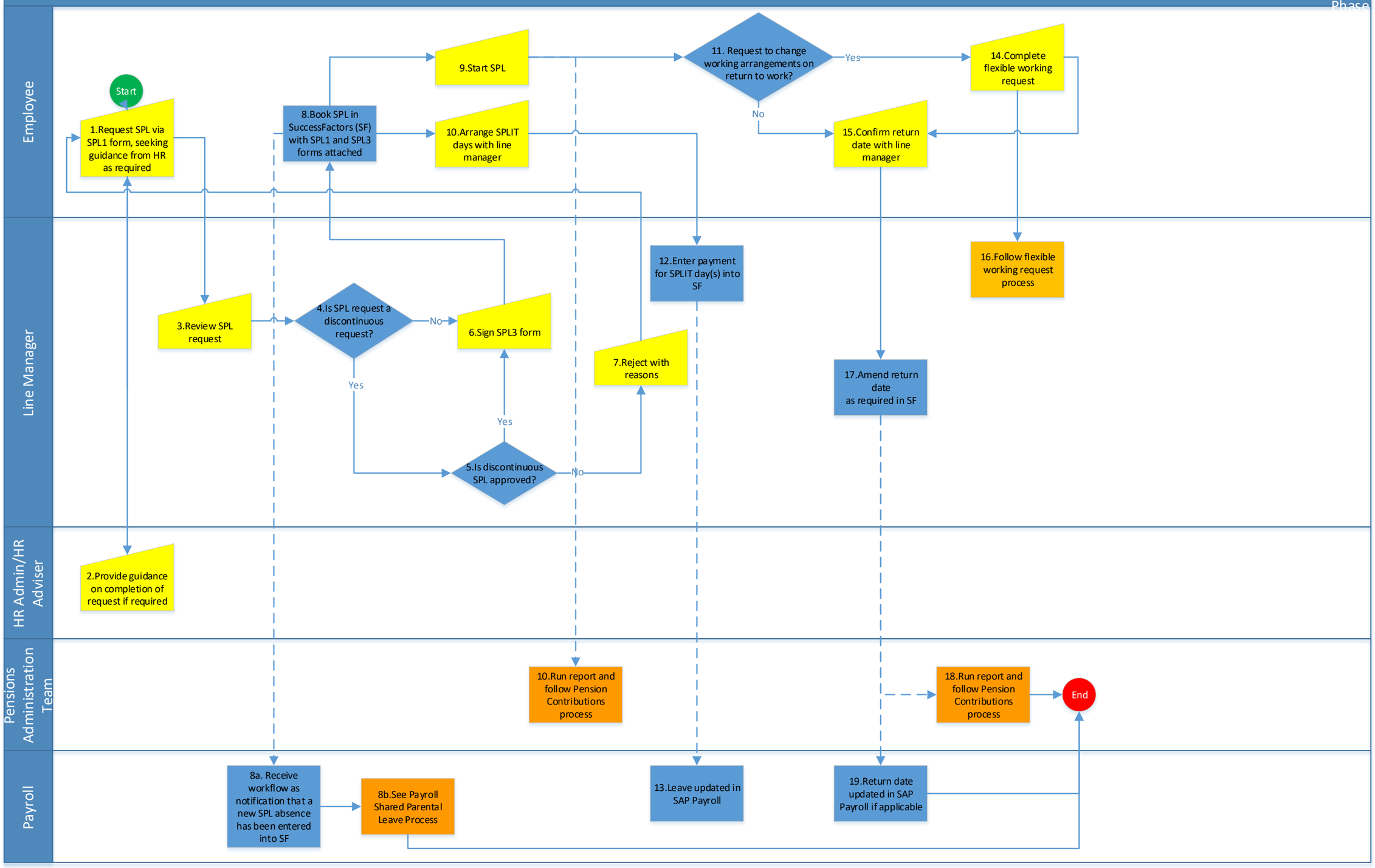Shared Parental Leave (SPL) - Mother or Primary Adopter