

3. RECONCILIATION OF WORK AND FAMILY LIFE

3.3. Leave arrangements/time off for parents

Paternity Leave

Austria	
Length of leave and payment	There is no statutory right to paternity leave, though collective agreements may provide a few days off for fathers immediately after the birth of a child. During these days off work fathers receive full earnings replacement. See also child care allowance, understood in that context, fathers do have the right to parental leave, question 2 above.
Eligibility	(Is answered in Parental leave)
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Azerbaijan	
Length of leave and payment	Fathers whose wives are on maternity leave use the right for non paid paternity leave for 14 days (Labour Code, Art.130)
Flexibility in use	Not mentioned

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Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Belgium

Length of leave and payment	(8) Dix jours. 100 % du salaire versés durant 3 jours par l'employeur, puis 82 % du revenu versés durant la période restante par l'assurance-maladie (plafond de 90,74 € par jour).
Flexibility in use	(8) Les dix jours peuvent être pris librement, pour autant qu'ils le soient dans les trente jours qui suivent l'accouchement.
Eligibility	Tous les nouveaux pères occupés sous contrat de travail. Les pères à leur propre compte ne sont pas admissibles.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Système de conversion du congé de maternité en congé de paternité décrit ci-avant
Delegation of leave to person other than the mother	Système de conversion du congé de maternité en congé de paternité décrit ci-avant

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Bosnia and Herzegovina	
Length of leave and payment	<p>RS: The same as the mother's.</p> <p>FBiH: The Law on Labour (Official Gazette of FBiH, no. 43/99, 32/00 and 29/03) sets forth the right of a woman to maternity leave of at least one year continuously.</p> <p>Under the provisions of this law, a father, i.e., foster parent may use this right in case of a mother's death, if a mother abandons a child, i.e. if a mother is prevented to exercise maternity right</p> <p>BD: A father of a child, i.e. foster parent, may use the right referred in Article 45, paragraph 1, in case of mother's death, if a mother abandons a child or if she is prevented to use this right.</p> <p>An employee is entitled to financial compensation for the period s/he does not work in justified cases under this law.</p> <p>During maternity leave, an employee is entitled to a financial compensation in amount of average net salary s/he received in last three months before taking maternity leave.</p>
Flexibility in use	<p>RS: The father may begin to take paternity leave from the day of childbirth in case of mother's death, if she abandons the child or if she is not able to take care about the child.</p> <p>If the father continues to take paternity leave instead of the mother, he can do it 60 days after the childbirth.</p> <p>BD: A father is entitled to work ½ of work time if a mother works full time during that period.</p>
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	<p>Multiple or premature births:</p> <p>BD: No special provision.</p> <p>Poor health or disability of child or mother</p> <p>FBiH: The law sets forth the right of one parent to work halftime after a child turns one year of age and up to three years of child's age provided that a child needs increased care, which is proven by a medical certificate of a relevant health institution.</p> <p>BD: Same as for mothers.</p> <p>Lone parent: BD: No special provision.</p>
Delegation of leave to person other than the mother	<p>RS: The parents may agree that the father will continue to take maternity leave instead of mother 60 days after the childbirth.</p> <p>Article 81. In case of death of a mother, abandonment of child by the mother or if the mother is not able to take care about the child, the father, the right to maternity leave is granted to the father, foster parent or guardian.</p> <p>FBiH: A foster parent or another person is entitled to this right if they really care about a child, provided that both parents died or abandoned a child or that none of parents can take care about a child.</p> <p>BD: No special provision.</p>

Bulgaria	
Length of leave and payment	<p>Since January 2nd 2009, according to the provisions of the Labour Code in Bulgaria paternity leave is for 15 calendar days, counted since the child is checked out of hospital (when the mother and the father are married or are living in one household).</p> <p>Paternity leave in Bulgaria is paid at 90 % of the earnings.</p> <p>Under article 164, paragraph 3 of the Labour Code, the leave under paragraph 1 (for raising a child under the age of 2), with the consent of the mother, can be given to the father (adopter) or one of their parents when they work under a labour legal relation. During the duration of the leave, a compensation is paid under article 53 of the SIC (220 leva in 2008).</p> <p>From January 2nd, 2009 new legislative changes will enter into force which will regulate right of the father to paternity leave from the 6th until the 12th month of the child, with the mother's consent.</p>
Flexibility in use	The father is entitled to discontinue the use of the leave for raising a child with a written request to the enterprise in which he works.
Eligibility	The mother as well as the father if the leave is transferred to him should work under a labour or civil service relation.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	When the mother (adopter) of a child under the age of 3 dies or falls gravely ill due to which is unable to take care of the child the respective part of the leave for, adoption and raising a small child, can be used by the father (adopter). With his consent, these leaves could be used by one of his parents or one of the parents of the dead or gravely ill mother (adopter) of the child if he works under a labour legal relation. A lone father has the same rights concerning the entitlement to and the duration of leaves.
Delegation of leave to person other than the mother	Under article 167, paragraph 2 of the Labour Code, when both parents of a child under the age of two die, if the child is not placed in a children's establishment the respective part of the leaves for birth, adoption and raising a small child are used by the guardian or with his or her consent, by one of the parents of the mother or the father of the child.

Croatia	
Length of leave and payment	There is no paternity leave, only a right to share maternity leave after the mandatory period: see previous answer.
Flexibility in use	N/A

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Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

Cyprus

Length of leave and payment	There is no paternity leave in Cyprus. This question is not applicable (N/A)
Flexibility in use	Not applicable
Eligibility	Not applicable
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not applicable
Delegation of leave to person other than the mother	Not applicable

Czech Republic	
Length of leave and payment	No general statutory entitlement. The plan is to introduce a fathers' right to a one week Paternity Benefit during the first two months of the life of the child (The law should come into the effect from 2009). This benefit would be compensated from the health care insurance system and the benefit would correspond to the Maternity Benefit, i.e. at 69% of the base of assessment. (Explanatory note: A right of fathers to stay at home with a child on a parental leave since the child is born is already guaranteed, but in case that mother is entitled to a Maternity Benefit or a Parental Allowance, there is no payment for a father at the present time. Establishment of a Paternity Benefit would entitle a father to a financial support for one week even if a mother draws a Maternity Benefit or a Parental Allowance.)
Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

Denmark	
Length of leave and payment	Two weeks. Same details as for Maternity leave. - From 2007, the industrial sector (representing 7,000 employers nationwide including production, service, knowledge and IT) has introduced a paid father's quota: three weeks were set of for the father with full wage replacement as an individual right.
Flexibility in use	No information
Eligibility	No information

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Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	No information
Delegation of leave to person other than the mother	No information

Estonia	
Length of leave and payment	Paternity leave of 10 days is granted to a father during mother's maternity leave or during 2 months after the birth of the child. Holiday pay is granted to a father according to his average income, but no more than three times the average Estonian gross monthly salary in the quarter prior to the quarter preceding the month in which the leave was taken
Flexibility in use	Paternity leave can be used during mothers' maternity leave or during 2 months after the birth of the child.
Eligibility	All employed fathers with permanent employment contracts are eligible to paternity leave.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Please see question "parental leave" of current chapter.
Delegation of leave to person other than the mother	Not mentioned

Finland	
Length of leave and payment	<p>Eighteen working days plus a further 12 'bonus' days for fathers who take the last two weeks of Parental leave. The 12 bonus days + two Parental leave weeks are now called 'father's month' in the legislation. It can be taken until the child is 16 months old.</p> <p>Payment (applied for the whole period of Paternity leave) - Earnings-related benefit, with payment equal to 70 per cent of annual earnings, earnings being up to €31 850, with a lower percentage when having higher earnings. Minimum allowance as for Maternity leave. (level 2009)</p> <p>Fathers living in Finland who take a leave from work to participate in child care are entitled to a total of up to 18 work-days in up to four segments during the maternity or mother's parental allowance period.</p> <p>In addition to the paternity leave, fathers can take the last 12 or more days at the end of the parental allowance period (in which the allowance would otherwise be paid to the mother) and combine them with an extended paternity leave of 1 - 12 workdays. This is called the father's month. It can range between 13 and 24 workdays.</p> <p>The father's month need not be taken immediately when the parental allowance period following payment of the maternity allowance ends but can instead be moved to a later date. It must, however, be taken within 180 days of the last day of payment of parental allowance immediately following the maternity allowance.</p> <p>Paternity leave period will increase 2 weeks 1.1.2010</p>
Flexibility in use	The one to 18 days can be taken in four segments, the 12 bonus days in one segment.
Eligibility	As for Maternity leave, but the father must also live with the child's mother.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None
Delegation of leave to person other than the mother	No

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France	
Length of leave and payment	An employed father of a newborn child may ask to receive paid leave for 11 working days, during which his employment contract is suspended. The days of paternity leave are aggregated with the three-day childbirth leave granted to employees. Remuneration - As in the case of maternity leave.
Flexibility in use	Must be taken within the 4 months following the child's birth.
Eligibility	All male employees and non-employees. The prescribed compensation is also available to fathers seeking employment or to vocational trainees.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	At most 18 calendar days in the event of multiple birth. The period within which leave must be taken may be deferred in the event of the child's hospitalisation or the mother's death within the 4 months following: - the child's hospitalisation; - the end of the specific 10-week maximum leave starting from the date of birth, granted to a father if the mother dies. The period within which leave must be taken may be deferred in the event of the child's hospitalisation or the mother's death within the 4 months following: - the child's hospitalisation; - the end of the specific 10-week maximum leave starting from the date of birth, granted to a father if the mother dies. Single parent: May qualify for the single parent's allowance paid by the family benefits fund subject to certain conditions.
Delegation of leave to person other than the mother	No

Germany	
Length of leave and payment	No general statutory entitlement other than the regulations on parental leave. According to the Federal Act on Parental Allowance and Parental Leave (Bundeselterngeld- und Elternzeitgesetz (BEEG)) mothers and fathers have the right to parental allowance and parental leave starting the day of childbirth.
Flexibility in use	No general statutory entitlement other than the regulations on parental leave. According to the Federal Act on Parental Allowance and Parental Leave (Bundeselterngeld- und Elternzeitgesetz (BEEG)) mothers and fathers have the right to parental allowance and parental leave starting the

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	day of childbirth.
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Greece

Length of leave and payment	<p>Private Service: Two days paid leave at the time of the child's birth.</p> <p>Public Service: Parents civil servants are entitled to nine (9) months of paid leave for the upbringing of their child. Moreover, they have the right to request unpaid leave of up to two (2) years in total, for the upbringing of their child of up to six (6) years old. This leave is granted upon request of the civil servant without the service council's opinion. In case of birth of third child, civil servants have the right to three (3) more months of paid leave. If both parents are civil servants, they have the right to share all kinds of leaves.</p>
Flexibility in use	Not mentioned
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	<p>According to article 50 of the Code of Civil Servants, civil servants suffering or having children who suffer from a disease requiring regular blood transfusions or periodical hospitalization, are entitled to a special paid leave of up to twenty-two (22) working days per year. Civil servants with a disability percentage of fifty percent (50%) and more are entitled to an additional paid leave of six (6) working days per year.</p> <p>According to Law 2527/1997, civil servants who have children with a disability percentage of 67% and above, or a husband/wife with a disability percentage of 100%, are entitled to a reduction in their working hours, of one (1) hour per day. The same regulation is in effect for civil servants</p>

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	<p>who are blind or suffer from paraplegia. Especially for blind telephone operators, there is a reduction in working hours of two (2) hours per day.</p> <p>The above – mentioned working hour reduction of one (1) hour per day has been expanded by law 2880/2001 to civil servants who have, by a court decision, the custody of a disadvantaged person, as well as to single parents civil servants who undertake, under certain prerequisites, the responsibility to raise a disadvantaged person, for the duration of this responsibility.</p>
Delegation of leave to person other than the mother	Not mentioned

Hungary	
Length of leave and payment	<p>(3) Five days, to be taken during the first two months of the child's life.</p> <p>Payment - Hundred per cent of father's average daily wage.</p> <p>Paternity leave has no separate name in Hungarian; it is just listed as one of the eligible reasons for leave days in the Code of Labour legislation.</p>
Flexibility in use	None except for when leave can be started after birth.
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None
Delegation of leave to person other than the mother	None

Iceland	
Length of leave and	(3) Three months.

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payment	Payment: Same as for maternity leave.
Flexibility in use	Same as for maternity leave, except for the obligatory two weeks that mothers must take after birth.
Eligibility	(3) All men who have been economically (including full-time students) active prior to childbirth are eligible for leave.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	(3) No variations except for Lone parent: Same as for maternity leave
Delegation of leave to person other than the mother	(3) Same as for maternity leave

Ireland

Length of leave and payment	No legal entitlement. Provided at the employers discretion
Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A

Delegation of leave to person other than the mother	N/A
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Italy	
Length of leave and payment	There is no general statutory entitlement.
Flexibility in use	Not mentioned
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Employed fathers may take a 3-month leave after birth in the following circumstances: the mother's death or severe illness; the child being abandoned by the mother; or the child being in the sole care of the father. Conditions are the same as for maternity leave.
Delegation of leave to person other than the mother	Not mentioned

Latvia	
Length of leave and payment	Section 155 of the Labour Code states that the father of a child is entitled to leave of 10 calendar days to be granted within a two-month period after the birth of a child. The socially insured father who has been granted a 10 day long leave due to birth of his child is entitled to the paternity benefit. Paternity benefit is granted in accordance with the law On maternity and sickness insurance (article 10). Paternity benefit is granted and paid in the amount of 80% from the average insurance contribution wage calculated from the six month income (for self-employed – 12 months income), from which are made state social insurance contributions. Average insurance contribution wage and benefit amount is calculated in accordance with the CM regulations No 270 from July 28 1998 Average insurance contribution wage calculation procedure

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	and procedure for granting, calculation and payment of state social insurance benefits.
Flexibility in use	Leave to the father of a child shall be granted immediately after the birth of the child, but not later than within a two-month period from the birth of the child. Paternity benefit shall be claimed within 12 months period from the 1st day of the leave due to childbirth.
Eligibility	Social insured father
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None
Delegation of leave to person other than the mother	None

Lithuania

Length of leave and payment	One month after delivery in parallel with child's mother taking maternity leave 100% compensatory salary.
Flexibility in use	None
Eligibility	Employed men (for 7 months over 2 last years), with acknowledgement of paternity
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None

Delegation of leave to person other than the mother	None
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Luxembourg	
Length of leave and payment	On notera que Mme la Ministre de la Famille s'est prononcée pour un congé de deux semaines pour les pères autour de la naissance.
Eligibility	Le père doit être actif / salarié.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Idem que pour la mère
Delegation of leave to person other than the mother	Non car les congés résultant par nature des relations de travail sont par définition personnel ne sont pas transférables

Malta	
Length of leave and payment	2 working days
Flexibility in use	2 working days
Eligibility	Not mentioned
Variation in leave due to child or family reasons:	Not mentioned

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multiple or premature births; poor health or disability of child or mother; lone parent	
Delegation of leave to person other than the mother	Not mentioned

Moldova

Length of leave and payment	Not mentioned
Flexibility in use	Not mentioned
Eligibility	Not mentioned
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Monaco

Length of leave and payment	La durée du congé est fixée à 12 jours, ou 19 en cas de naissance multiple ou d'arrivée d'un 3 ^e enfant dans le foyer. Le montant de l'indemnité journalière est égal à 90 % du salaire brut journalier moyen soumis à cotisations au cours des 12 mois qui précèdent.
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Flexibility in use	Le congé doit débuter dans les 4 mois qui suivent la naissance
Eligibility	Pour pouvoir ouvrir droit à un congé de paternité à l'occasion de la naissance de son enfant le père doit justifier d'une durée minimale de travail (200 heures au cours du trimestre ou des 3 mois ou 120 heures au cours du mois ou des 30 jours précédant la naissance).
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Netherlands

Length of leave and payment	Two working days at the birth of a child; 100% of earnings, with no upper ceiling, paid by the employer
Flexibility in use	Leave can be taken within four weeks after the birth of the child.
Eligibility	Male and female employees who are the partner of a woman giving birth or men who acknowledge a child.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	No information / policies available

Delegation of leave to person other than the mother	No information / policies available
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Norway	
Length of leave and payment	Two weeks after birth - 'daddy days' are paid by the employer (+ six weeks = fathers' quota are part of the parental leave).
Flexibility in use	None regarding the 2 weeks, but there is some flexibility in fathers' quota (which is part of the parental leave): The father's quota may not be taken in the first six weeks of the parental money period, except for multiple births or adoption. Otherwise, fathers are free to choose at what time during the period to use it and whether to split the quota or use it in one block. Splitting requires agreement with the employer. The fathers' quota must be taken out within three years of the birth or adoption.
Eligibility	All employed fathers have the right to leave, but payment is negotiated and paid by the employer (two weeks after birth). Fathers' quota, see parental leave letter c.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None
Delegation of leave to person other than the mother	Father's quota: this period of leave (six weeks) is not transferable to the mother, except in certain circumstances, e.g. if the father is ill or otherwise unable to care for the child or if the mother and father do not live together.

Poland	
Length of leave and payment	In Poland employed father is entitled for 2 days leave after the birth of the child.

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Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

Portugal	
Length of leave and payment	<p>New Labour Law has changed leave's names. Therefore, since February 2009 the former "paternity leave" and "15 days optional parental leave for fathers" is now named as "Father's only parental leave" (licença parental exclusiva do pai):</p> <ul style="list-style-type: none"> • 10 obligatory calendar days to be taken during the first month after birth. Plus an extra optional 10 calendar days to be taken with the mother while she is on initial parental leave; 10 obligatory days will be increased by 2 days for every additional child in case of multiple births; the same for the 10 optional days which father can take while the mother is on initial parental leave. • Payment • 100 per cent of earnings with no ceiling
Flexibility in use	Five of those 10 days must be taken consecutively immediately after birth.
Eligibility	<ul style="list-style-type: none"> • As "initial parental leave". Fathers who have no record of or insufficient contributions are entitled to 10 days obligatory leave paid (daily payment corresponds to 80 per cent of 1/30 of IAS (IAS is €419,22 in 2009)
Variation in leave due to child or family reasons: multiple or premature births; poor health or	In cases of poor health or death of the mother after giving birth, the father is entitled to the (remaining maternity leave) leave to which the mother would otherwise be entitled.

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disability of child or mother; lone parent	
Delegation of leave to person other than the mother	No

Romania

Length of leave and payment	The father of the new born child has the right to a 5 working days leave. If the father has the certificate of graduating the puericulture courses the length of leave is increased with 10 working days.
Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

Russian Federation

Length of leave and payment	There is no legally established paternity leave. The labour legislation establishes no priority in granting annual paid leaves for fathers. In accordance with Article 123 of the Labour Code the husband may be given his annual paid leave by his request during his wife's maternity leave regardless the period of his continuous work by the employer (generally during the first year of work the employee acquires the right to be granted an annual paid leave after six months of his continuous work by the employer). Due to Article 128 of the Labour Code in family circumstances or for other good reasons the
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	employee may be granted on his written request an unpaid leave, the length of which is determined by the agreement between the employee and the employer. In the case of a child birth upon the employee's written application the employer has to grant him an unpaid leave up to five calendar days.
Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

Serbia

Length of leave and payment	* there is no paternity leave, just to child care allowance or leave in some situations
Flexibility in use	Not applicable
Eligibility	After maternity leave which lasts up to 3 months from the date of birth, leave from work for childcare starts to flow and lasts up to 365 days from the date of beginning of maternity leave. This period of leave from work for childcare can be used by the father of the child in the cases where mother has left the child, dies or other justified reasons (imprisonment, sickness...). This right the father of the child has also when the mother is not in working relationship. During that time, father has the right for the allowance of earnings, in accordance with the Law.
Variation in leave due to child or family reasons: multiple or premature	The difference in the leave exists only in the fact that father of the child cannot use the period that is called birth leave (period 45/28 days prior to the birth until 3 months after the birth). In the case of mother's poor health (difficult disease), father of the child can use the leave from

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births; poor health or disability of child or mother; lone parent	work for the childcare.
Delegation of leave to person other than the mother	Not applicable

Slovakia

Length of leave and payment	The Labour Code distinguishes between the maternity leave and the parental leave but there are no special provisions for paternity leave. In connection with caring for a newborn child, man also shall be entitled to parental leave to the same extent as mothers, if caring for a newborn child.
Flexibility in use	Not applicable
Eligibility	Not applicable
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not applicable
Delegation of leave to person other than the mother	Not applicable

Slovenia

Length of leave and payment	Ninety calendar days (about 13 weeks). Fathers are obliged to take at least 15 days of full-time leave during the child's first six months. Payment - During the first 15 days of the Parental leave, 100 per cent of average earnings up to a ceiling of 2.5 times the average wage in Slovenia (approximately €315,5 per month), with a minimum
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	<p>payment of 55 per cent of the minimum wage (approximately €290 a month). For the remaining 75 days the father is paid social security contributions based on the minimum wage (approximately €80 per month). For fathers not insured at the time the leave starts, but who have been insured for at least 12 months in the last three years before the start of Maternity leave. The right to paternity leave was introduced gradually. In 2003, fathers could take 15 days of paternity leave during the maternity leave of the mother, while in 2004, the 15-day right was extended by 30 days amounting in total to 45 days. In 2005, the Office for Equal Opportunities participated in a European project under the Community Framework Strategy on Gender Equality entitled "Men and Parenting - An Active Fatherhood" within the organisation of the Danish Department of Gender Equality. Within the framework of this project, a research was conducted "Prospects of new fatherhood in Slovenia: the influence of paternity leave on active fatherhood and parenthood". The project aims at identifying the reasons and main barriers to active fatherhood in Slovenia. In addition to the research study, the objective of the project also included the awareness-raising to promote the active involvement of fathers in the lives of their children and to overcome existing gender stereotypes in the society. The awareness-raising campaign started in autumn 2005.</p>
Flexibility in use	<p>Seventy five calendar days may be taken as full-time leave up to the child's third birthday. If they are taken as individual days, the length of the leave is equal to 70 per cent of the eligible calendar days.</p>
Eligibility	<p>As for Maternity leave</p>
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	<p>None</p>
Delegation of leave to person other than the mother	<p>Not mentioned</p>

Spain

Length of leave and payment	<p>Fifteen days Payment • Hundred per cent of earnings, paid by the Social Security Fund except for the first two days that remain paid by the employer.</p>
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Flexibility in use	The first two days have to be used at the time of birth (permiso por nacimiento). Fathers whose need to travel in their work have two extra days, paid by the employer. - The 13 days of Paternity leave (permiso de paternidad) can be used during or immediately after the end of Maternity leave. With an employer's agreement, it can be used full or part time.
Eligibility	All employees fulfilling contributory requirements (i.e. at least 180 days in the previous seven years, or 360 days during working life)
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Two more days paid by Social Security in case of multiple birth (or adoption or foster) per child as from the second. In the mentioned case of public employees in Catalonia, lone mothers can use the extra month for fathers at the end of maternity leave.
Delegation of leave to person other than the mother	Not mentioned/not applicable

Switzerland

Length of leave and payment	La loi ne prévoit pas de congé de paternité. Un tel congé (en général 5 jours) est parfois prévu dans des conventions collectives de travail, des lois sur le personnel ou des règlements d'entreprise; cela relève de la liberté contractuelle.
Flexibility in use	N/A
Eligibility	N/A
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A

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Delegation of leave to person other than the mother	N/A
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Turkey	
Length of leave and payment	Paternity leave is 5 days for civil servants, 3 days for employees
Flexibility in use	Not mentioned
Eligibility	Civil servants and employees
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	Not mentioned
Delegation of leave to person other than the mother	Not mentioned

Ukraine	
Length of leave and payment	No special leave for father
Flexibility in use	N/A
Eligibility	N/A

Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	N/A
Delegation of leave to person other than the mother	N/A

United Kingdom

Length of leave and payment	Two weeks, paid at a flat rate of £117.18 or 90 per cent of average weekly earnings if this is lower. For fathers earning less than the lower earnings limit for National Insurance contributions (currently £90 a week), the leave is unpaid, but income support can be claimed while on leave.
Flexibility in use	The statutory right is to take either one or two whole weeks. It does not have to start on the day of the birth, but must be taken within eight weeks after the birth.
Eligibility	Employees (which excludes most agency workers and sub contractors) who have worked continuously for their employer for 26 weeks ending with the 15th week before the baby is due; and who are the biological father of the child, or are the mother's husband or partner (including a mother's partner in a same-sex relationship); and will be fully involved in the child's upbringing and are taking the time off to support the mother or care for the baby.
Variation in leave due to child or family reasons: multiple or premature births; poor health or disability of child or mother; lone parent	None
Delegation of leave to person other than the mother	None