

3. RECONCILIATION OF WORK AND FAMILY LIFE

3.3. Leave arrangements/time off for parents

Please provide recent estimates of the take up of the different types of leave

Austria	
Maternity leave	Not mentioned
Paternity leave	Increasing the participation of fathers in childcare is one of the major goals of the new regulation, and has been an issue for some time. The former attempts to increase the percentage of fathers taking up parental leave have proved to be rather ineffective. In this context it is important to distinguish between fathers taking parental leave and fathers receiving child care allowance. Whereas the percentage of fathers taking parental leave remains very low, the number of fathers receiving child care allowance has continuously increased. This is due to the fact that this payment is eligible not only for employees but for all parents irrespective of their occupational status, who do not exceed their income limit.
Parental leave	Data provide evidence that almost all eligible (i.e. formerly employed) mothers — between 93 and 96 per cent — took up parental leave in the last years of the previous scheme. Since the replacement of the parental leave benefit by the new child care allowance in 2002, there is only information on the number of women and men taking child care allowance, which is different to the number of persons taking up parental leave. There is no way of telling from these figures what proportion of parents take parental leave and it is doubtful whether data on the take up of parental leave will be available in the future -Parental leave for fathers was introduced in 1990. The percentage of fathers taking up parental leave was always very low (between 0.6 and two per cent). Since the introduction of the child care allowance the percentage of fathers taking child care allowance has slightly risen to 3.82 per cent in 2008.

Azerbaijan	
Maternity leave	In 2008, 28 200 women benefited from maternity leave and got allowance for child care.

Belgium	
Maternity leave	Aucune information systématique n'est disponible sur la proportion de femmes ne prenant pas la

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	totalité du congé de maternité, question concernant en particulier les travailleuses non salariées.
Paternity leave	Concernant l'utilisation du congé de paternité récemment prolongé, les données sont encore précoces. À la suite de la prolongation à 10 jours, une grande majorité d'hommes a recouru au nouveau congé de paternité - en 2004, 52 848 pères (Sénat de Belgique). Environ 5 % des pères continuent d'utiliser l'ancien droit au congé de 3 jours.
Parental leave	(13) Aucune information n'est disponible sur le pourcentage d'employés ne pouvant prétendre au congé parental. Le profil des utilisateurs est essentiellement féminin, quoique le pourcentage de pères connaisse une lente augmentation (17 % en 2005). En 2004, 61,5 % de tous les utilisateurs du congé parental (en particulier, les pères) l'ont pris sous forme de réduction du temps de travail (c'est-à-dire, une journée par semaine - 82 % pour les hommes, contre 58 % pour les femmes. Seuls 15 % de tous les utilisateurs ont opté pour un congé à temps plein.

Bosnia and Herzegovina

Maternity leave	BD: Number of beneficiaries in 2006 was 158, and in 2007 it was 123.
Paternity leave	BD: 0
Parental leave	BD: 0

Bulgaria

Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Not mentioned

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Croatia	
Maternity leave	In year 2006 there were: 31.550 cases of pregnancy and maternity leave (9.112.000 days), 5.728 cases of maternity leave up to child's three years of age (2.344.000 days), 5.790 cases of maternity leave up to child's three years of age – unemployed mothers.
Paternity leave	N/A
Parental leave	N/A

Cyprus	
Maternity leave	Maternity leave is taken by the overwhelming majority of mothers who are entitled to it. During 2007, a total of 5090 mothers made use of their right to maternity leave.
Paternity leave	N/A
Parental leave	No estimation can be made with regards to take up figures. During 2007 a total of 113 employees made use of their right to parental leave (7 men, 106 women). Since the law was put into force in 2003 a total of 357 employees made use of their right to parental leave (17 men and 340 women).

Czech Republic	
Maternity leave	Nearly all mothers take Maternity leave.
Paternity leave	There is no statutory leave entitlement
Parental leave	However, the number of men receiving Parental Allowance in comparison to women has remained negligible. In 2001, there were 0.77 per cent men among recipients of this allowance. Since then, there has been a slight increase, but only to 1.4 – 1.5 per cent in 2006 and 2007. Some available data indicate that parents stay on at home even after the child's third birthday (even when entitlement to leave, though not benefit, is guaranteed to 3 years of a child). The

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	most parents choose to draw Parental Allowance at the basic rate until 36 months of a child.
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Denmark	
Maternity leave	<p>Childbirth Leave: This information combines Maternity and Parental leave as official statistics do not differentiate between the two leaves, but regard them as one leave.</p> <p>Nearly all mothers take Maternity leave. Nearly all children (93 per cent) born in 2002/2003 have a mother who took leave before or after giving birth. Nearly two thirds (62 per cent) of children have a father who took leave following birth, and 55 per cent of children have a father and mother who both took leave. Mothers on average take 351 days, fathers 25 days. There is no information on how many parents do not take leave because they are not eligible. Fathers may also be using vacation instead of taking leave, in order not to avoid a loss of income, or in some cases, there may not be a father in the family. Younger mothers tend to take less leave; among those under 20 years, only 19 per cent have used the leave scheme, in most cases because they are attending school (ibid.). Some research indicates that self employed parents use all forms of leave to a smaller degree, and especially among women; 20 per cent of self-employed women between 30 and 40 years are estimated not to use maternity/Parental leave, and only 30 per cent of self-employed fathers in the same age group take paternity/Parental leave.</p> <p>In addition, statistics are available on the use of leave according to occupational group and status, but there are no significant differences here.</p>
Paternity leave	
Parental leave	

Estonia	
Maternity leave	100% of employed women take up maternity leave because the leave is obligatory.
Paternity leave	10% of fathers take up paternity leave.
Parental leave	<ul style="list-style-type: none"> - No official statistics about the take-up of parental leave are collected. According to research, over 80% of women take up parental leave. - Approximately 4% of the recipients of parental benefit are men. - Approximately 19% of recipients of care benefit for caring a sick child are men

Finland	
Maternity leave	Almost all mothers use the leave.
Paternity leave	<p>Today, the great majority of fathers take Paternity leave. In 2008, 49 163 men did so; in the same year there were 60 036 births. The proportion of fathers taking Paternity leave has been increasing - from 46 per cent in 1993 and 63 per cent in 2000 to 70 per cent in 2005 and 82 per cent in 2008. In 2008 the great majority took the maximum leave of 18 workdays. But only 8932 fathers, i.e. about fifteen per cent of all fathers, took the new bonus leave period (i.e. they had</p>

	<p>also taken the last two weeks of the preceding Paternity leave).</p> <p>Paternity leave is taken more often by men (a) with middle-level income who work in white collar and skilled jobs in social and health care, education, technical branches and manufacturing industry; and (b) who are partners of young, well-educated women in white collar or skilled jobs. Men who are less likely to take Paternity leave include those: in management or other senior positions; in agriculture or construction work; on low incomes; or with a partner aged over 40 years or less educated or with a blue-collar job or on a low income.</p> <p>Length of Paternity leave correlates with the father's age and sector of employment as well as industry: men in their thirties take longer Paternity leave than men in their twenties or forties, and men who work in the private sector take a shorter period of leave than men in the public sector. The full three weeks of Paternity leave is most often taken by men who work in the social and health care sector or in agriculture; it is least often taken in education and art sectors as well as in construction.</p>
Parental leave	<p>In 2003, the first year that the part-time option for taking Parental leave was available, 37 parents received the partial parental allowance, rising to 84 in 2004 and to 107 in 2005. In 2006 - 2008 the numbers were 106, 117 and 98. This means that very few families with a new-born child have used the new arrangement in its first six years.</p>

France	
Maternity leave	<p>Though optional and of variable duration, virtually all women take maternity leave, with those in higher positions taking shorter leave.</p>
Paternity leave	<p>About two-thirds of the fathers concerned took this leave in 2003.</p>
Parental leave	<p>It is impossible to calculate the number of parents on parental leave, as employers are not compelled to supply information about it. Statistics are confined to the parental education allowance (APE) or to the supplement for freely chosen occupational activity (CLCA), and it is not possible to ascertain how many APE beneficiaries are also on parental leave.</p> <p>Research work indicates that women represent 98-99% of the parents taking this leave. It also appears that mothers who held a job immediately before going on maternity leave are more inclined to apply for the APE/CLCA benefits if entitled to parental leave, because they enjoy security of employment; however, with a high unemployment rate, most mothers engaging in occupational activity and not entitled to parental leave cannot risk losing their jobs unless their partner has reliable guaranteed employment (Simon, 2000).</p> <p>Mothers are more likely to apply for parental leave and the CLCA if their working conditions are difficult (eg atypical/non-standard working hours or "variable" timetables imposed by the employer). According to some writers, the success of the APE is partly due to the deterioration of working conditions in recent years. From their standpoint, in fact, combining parental leave and CLCA would be a way to escape from difficult working conditions.</p> <p>The changes made to the APE in July 1994 (extension of entitlements for parents with two children, and possibility of part-time work from the start of the period of payment) brought about a significant increase in the number of beneficiaries (581 000 in 2005 compared to 275 000 in 1995).</p>

	<p>Furthermore, 16% of parents who had their first child in 2004 drew the CLCA (Blanpain, 2005). This low percentage may be due in particular to two factors: the disinclination or inability of mothers with only one child to interrupt their working life protractedly after maternity leave, and the system's newness and unfamiliarity at the time when these data were collected.</p> <p>Since 1997 the number of parents in receipt of the APE or the CLCA (with two or more children) working part-time and therefore receiving a reduced benefit, has been on the increase.</p> <p>At 31 December 2006 there were 676 beneficiaries, at 30 June 2007 there were 2745. The increase is relative but it should be noted that women are the principal parental leave takers and that of those with 3 or more children, 37% work whereas 80% of those with only one child work.</p>
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Germany	
Maternity leave	There is a 100 per cent take-up as it is prohibited to work for eight weeks after birth.
Paternity leave	There is no statutory leave entitlement
Parental leave	Nearly 100 percent of the parents apply for parental allowance. In 16% of the households, that obtain parental allowance, the father (also) receives parental allowance.

Greece	
Maternity leave	There are no available and precise estimates for these leaves.
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Parental leave	There are no available and precise estimates for these leaves.

Hungary	
Maternity leave	There are only statistics on the number of women receiving benefit. The average monthly number in 2006 was 30 451. It is thought that almost all eligible women take leave.
Paternity leave	In 2007, about 21 000 fathers used this opportunity.

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<p>Parental leave</p>	<p>There are only statistics on the number of recipients of benefit. The average monthly numbers in 2006 were: 166,922 for GYES; 91,678 for GYED; and 45,819 for GYET. There is no information on what proportion of parents take leave or for how long they take leave; it is thought, however, that the number of fathers taking leave is very small (in the case of GYES, it is about 6%. While there is no data available on the proportion of parents taking leave, an estimate can be made on the basis that about 11 per cent of children under three years were in childcare centres in 2005, so that the remainder probably had a parent (predominantly mothers) taking up one of the Parental leave options.</p> <p>It is thought that mothers with higher education and better paid jobs take shorter periods of leave, especially as GYES is paid at a flat rate and because of the implications for careers of prolonged absence from work. Some indication of leave taking is provided by data on the age of children entering bolcsode (nurseries taking children under three years of age); most children enter between 18 months and two years of age.</p>
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Iceland	
<p>Maternity leave</p>	<p>(8) In 2006 99.7% of mothers used at least the three months available (which is the basic right) and 90.3% used more than their basic right.</p>
<p>Paternity leave</p>	<p>(8) In 2006 81.5% of mothers used at least the three months available (which is the basic right) and 19.7% used more than their basic right</p>
<p>Parental leave</p>	<p>(8) In 2006 fathers used on average 99 days of the leave and mothers 185 days.</p>

Ireland	
<p>Maternity leave</p>	<p>There is no information on take-up of leave.</p>
<p>Paternity leave</p>	<p>There is no statutory leave entitlement</p>
<p>Parental leave</p>	<p>According to a survey in 2001 for the Department of Justice, Equality and Law Reform (MORI MRC, 2001) on the uptake of Parental leave and force majeure leave to care for dependents, almost seven per cent of employees in the 655 organisations surveyed (517 in private and 138 in public sectors) were eligible for Parental leave during the course of 2001. In all, it was estimated that 20 per cent of these eligible employees had taken Parental leave. The survey showed that 84 per cent of Parental leave was taken by women.</p> <p>- Nearly one-third of employers surveyed (29 per cent) in the Department of Justice survey (MORI MRC, 2001) had granted force majeure leave. The study by Newmarket Consulting (2001) noted that the duration of force majeure leave was considered by both employees and employers to be more restrictive than the previous informal system of compassionate leave.</p>

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Italy	
Maternity leave	Maternity leave is compulsory.
Paternity leave	There is no information on the take up of 'optional leave'.
Parental leave	With respect to the fact that family responsibilities are not equally shared by men and women, data show that, despite an increase in requests by men, parental leave (which was introduced by the Law no. 53/2000) is still mostly asked for by women (70% as against 30% by men). Data also show that the percentage of men looking after pre-school children is around 11% and that most of them are employed in big undertakings with an open-ended contract.

Latvia	
Maternity leave	During last years the number of maternity leave and maternity benefit recipients continued to grow. In 2007, in comparison with 2006, the number of the maternity benefit recipients increased by 11.4 %. The number of the recipients of maternity benefits increases annually as well as the proportion of socially insured mothers (mothers who work during pregnancy and make social insurance contributions) among the total number of mothers that give birth. According to the data of the Central Statistical Bureau, 23 273 children were born in 2007. In accordance with the State Social Insurance Agency, the maternity benefit was granted to 19 458 recipients. Therefore 83.5 % of all mothers who gave birth in 2007, received maternity benefits, which is by 4.7 percentage points more than in 2006. Expenditures on maternity benefits are growing year by year. The tendency of growth of maternity benefit recipients is possible to describe by the growth in the proportion of socially insured mothers among the total number of mothers that give birth to children.
Paternity leave	During last years the number of paternity leave and paternity benefit recipients continued to grow. In 2007, in comparison with 2006, the number of the paternity benefit recipients increased by 23%. The growth in the number of the paternity benefit recipients testifies to the fact that ever growing numbers of socially insured fathers exercise the right to spend the first ten days in the child's life together with the family and the new-born child. Compared to 2006, the proportion of paternity benefit recipients among the total number of the fathers of new-born children increased in 2007. In 2006, 29.5% of the fathers of new-born children received the benefit, but in 2007, 34.6% of the fathers of new-born children received the benefit.
Parental leave	Taking into account the fact, that from 1 March 2007, the parents will receive the childcare benefit in full amount, at the same time continuing their professional activities, the proportion of employed persons among the total number of the recipients of the child care benefit for the caring of a child up to one year of age continued to grow: from 63.7% in the end of 2006 to 74.9% in the end of 2007. There was also a tendency towards growth in the number of the recipients of the child care benefit maximum amount. In the end of 2006, 8.3% of the total number of the employed child

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	<p>care benefit recipients taking care of a child up to one year of age received the maximum amount of the benefit but in the end of 2007, the number of these persons grew to 21.6%, which demonstrates the fact that ever increasing numbers of persons having an average or high income level exercise their rights to receive the child care benefit.</p> <p>On 1 January 2008 the new social insurance benefit – Parent's benefit, which has replaced earning related Childcare benefit for socially insured persons who are raising children under 1 year of age, was introduced. In turn, socially uninsured persons and persons taking care of a child form 1 to 2 year of age continue to receive the childcare benefit. In February 2008 the amount of recipients of Parent's benefit was 16 185, but the amount of recipients of Childcare benefit was 28 495.</p>
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Lithuania

Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Despite the fact that the right to take child care leave have both partners, there were only few cases when a father took care after a child while woman was working. According to the statistics of Ministry of Social Security and Labour 17800 persons took child care leave in 2002, 179 of them were men (1%), in 2004 - 18590 took child care leave, 172 of them were men (0.925%) and in the first term of 2005 19612 took child care leave, 241 of them were men (1.228%).

Luxembourg

Maternity leave	Toute femme salariée (obligatoire !)
Paternity leave	Presque tous les pères
Parental leave	Depuis l'introduction jusqu'au février 09 inclus Mères en CP : 38.890 et pères en CP 8.858. Total : 47.748 CP

Malta

Maternity leave	Not mentioned
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Paternity leave	Not mentioned
Parental leave	Not mentioned

Moldova	
Maternity leave	Not applicable
Paternity leave	Not mentioned
Parental leave	Not mentioned

Monaco	
Maternity leave	N/A
Paternity leave	N/A
Parental leave	N/A

Netherlands	
Maternity leave	No specific study has been done on the take up of maternity leave. Because of the fact that all pregnant employees are entitled to at least 16 weeks of fully paid maternity leave and are not allowed to work from four weeks before the expected date of confinement, a take-up of 100% can be expected.
Paternity leave	A recent employee survey found that 90% of men entitled to paternity leave took up some sort of leave: 51% had taken the statutory paternity leave, but most had taken holidays or leave accrued in lieu of pay (Van Luijn and Keuzenkamp, 2004).

<p>Parental leave</p>	<p>In 2005, 118,000 female employees and 148,000 male employees (working 12 hours or more per week) were entitled to parental leave.</p> <p>Of the mothers eligible for parental leave, 44% actually took it, averaging eight months and 11 hours a week. Of the men entitled to leave, 19% took leave for an average of 11 months and eight hours a week. During their period of leave, mothers worked on average 60% of their working hours, fathers 80%.</p> <p>(Portegijs, Hermans and Lalta, 2006).</p> <p>A later study (Van Luijn and Keuzenkamp, 2004) investigated the need for parental leave. The main reasons given by parents who said they did not need parental leave were: 'There is enough good childcare available' and 'I already work part-time or have adjusted my hours to work part-time'. The study found that leave was more often taken up by workers who had higher levels of education, worked for employers offering a greater number of work-family arrangements and had a stronger personal orientation to work. Take-up was lower among more ambitious employees and employees who experience more stress as a result of combining work and family. The need for leave was greater among women than men (36% of the entitled mothers compared to 17% of the entitled fathers); but among those with a need for parental leave, women and men did not significantly differ as to the use of leave. Parents who had a need for parental leave but did not use it said their main reasons for not taking leave were the anticipated loss of income (as the leave is generally unpaid) and the unavailability of (good) childcare. About 10% said that their partner had stopped working or did not have a job (which made leave for the employee unnecessary).</p> <p>More recent data (2005) show that fathers more often indicate that they have a need for parental leave but do not take it (66% versus 43% of mothers). Financial impossibility is the reason most often mentioned (SZW, 2006).</p>
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Norway	
<p>Maternity leave</p>	<p>Three out of four mothers have the right to parental money; the remainder do not meet eligibility conditions. These figures are based on data from public records (Danielsen and Lappegård, 2003).</p> <p>NB: Women who do not qualify for parental benefits will receive a lump sum grant. The lump sum grant is NOK 33 584 (4265 EUR).</p>
<p>Paternity leave</p>	<p>The take up rate is approximately the same as for the father's quota (89 per cent).</p>

Poland	
<p>Maternity leave</p>	<p>There are no regular statistics on use of Maternity leave, though it is obligatory to take leave. Data on maternity allowances provided by the Social Insurance Institution (<i>Zakład Ubezpieczeń Społecznych</i>) refer to the number of days paid and cannot be used to calculate the number of users since duration of leave depends on birth order. There is no information on the number of fathers who take a period of Maternity leave that is unused by their partners.</p>
<p>Paternity leave</p>	<p>There is no statutory leave entitlement.</p>

<p>Parental leave</p>	<p>There are no regular and coherent government statistics on the use of Parental leave and parental allowances. Statistics show the number of parents taking leave declined from 336,000 in 1993 to 139,000 in 2000; a major reason for this fall was the rapid decline in fertility, the number of births dropping from 547,700 in 1990 to 378,300 in 2000. Another source shows that the number of persons returning to work from Parental leave and unpaid leaves declined steadily from 49,000 in 2000 to 41,000 in 2002 and 35,000 in 2005. Other statistics refer to the numbers receiving parental allowance: that number declined from 164,000 persons in 2000 to 126,000 persons in 2007. A more precise picture of take-up of Parental leave comes from analyses of data collected in the second quarter of 2005 using a module added to the Labour Force Survey (Kotowska and Baranowska, 2006; Matysiak, 2007). Amongst those entitled to take Parental leave, nearly 50 per cent of mothers but only 2.5 per cent of fathers took the leave. Due to the low benefit level and means testing, Parental leave was most used by low paid mothers and mothers with low levels of education; leave was taken by 37 per cent of mothers with university education, 54 per cent with secondary education, and 61 per cent with the lowest educational level. Women with higher qualifications (specialists and managers) were also more reluctant to take leave than women employed in personal service sector or offices. About 70 per cent of women who took Parental leave were entitled to parental allowance (i.e. their household income was low enough to be eligible). One in two women with tertiary education received parental allowance compared to 72 per cent of women with only secondary education and 81 per cent of women with the lowest level of education. Women living in villages were more likely to receive the allowance than their counterparts in towns (82 per cent and 64 per cent respectively). A substantial majority of mothers took full-time leave (80 per cent) despite the right, since 2003, for part-time employment during the leave period. Similarly, most women on leave (almost 93 per cent) did not take advantage of the option to take leave in more than one block of time. Among reasons for not taking Parental leave, mothers indicated financial reasons more often than fathers (30 per cent of mothers vs. 14 per cent of fathers). However, reasons related to employment seem to be more relevant than financial ones. Concerns about possible negative career impacts of taking Parental leave and preferences to stay in employment were raised by 37 per cent of mothers and 30 per cent of fathers. Urban residents were more concerned about these negative effects.</p>
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Portugal	
<p>Maternity leave</p>	<p>It is estimated by the Ministry of Labour and Social Solidarity that about two-thirds of mothers (70 per cent, in 2007) are eligible for paid Maternity leave.</p> <p>* This percentage is expected to increase in 2008/2009 since a Social Maternity benefit was introduced in 2008 (see 1. a. about maternity benefit eligibility) for mothers with no record or insufficient record of social contributions. In fact the total number of women on paid Maternity leave in 2008 (78.345), including women that claimed Maternity benefit (71170) and women that claimed Social Maternity benefit (7.175), has increased in comparison to 2007 (71.866) due to the number of women that became entitled to the new Social Maternity benefit.</p> <p>The percentage of mothers taking the longer leave period introduced in 2005 (i.e. 5 months at 80 per cent of earnings instead of 4 months at 100 per cent) has been increasing since 2006. While in 2006, 24 per cent of mothers on Maternity leave decided to choose the 150 days leave period, in 2007 and 2008 36 and 42 per cent of women (eligible for maternity benefit) chose the longer option.</p> <p>Parental sharing of the four or five months of Maternity leave has remained at extremely low levels, though it has increasing slightly over the last four years. In 2004 only 391 fathers shared some of the leave, 413 in 2005, 442 in 2006, 554 in 2007. For 2008 it is estimated that 610 fathers shared leave. In summary, the four or five months of leave after childbirth still seem to be considered as 'maternity' leave rather than as 'shared' leave. It will be interesting to see what impact the recent changes in leave policy will have on gender sharing.</p>

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	<p>* However take up is underestimated as statistics exclude employees with special social protections regimes, e.g. civil servants, banks.</p>
Paternity leave	<p>Since 2002 there has been a steady increase in the take up of Paternity leaves.</p> <p>* The five day Paternity leave (introduced in 1999 and made obligatory in 2004) was used in 2000 by 11 per cent of fathers, increasing to 26 per cent in 2002 and to 35 per cent in 2003. Since then, the proportion of fathers who take the five days Paternity leave has increased about two per cent per year: 37 per cent in 2004, 39 per cent in 2005, 41 per cent in 2006 and 45 per cent in 2007. Estimates for 2008 confirm these trends: 45.973 fathers in 2008 claimed the 5 days paid at 100 per cent (up from 45.687). To these 45.973 fathers must be added another 883 fathers who claimed "social paternity benefit" (see 1. b), so that all in all 46.856 fathers took 5 days paid paternity leave. This is if we calculate the number of fathers who take leave on the basis on the number of births. However if consider the number of fathers who take paternity leave in relation to the number of eligible women (78.345) then the percentage of fathers taking 5 days paternity leave increases to 65%.</p> <p>The same trends may be observed for the 15 additional Paternity leave days (the optional "Daddy days" introduced in 1999). In 2001 only four per cent of fathers chose to take the 15 days and this increased to 14 per cent in 2002 and to 24 per cent in 2003. Since then take-up rates have been increasing slowly: to 28 per cent in 2004, 30 per cent in 2005, 33 per cent in 2006, 37 per cent in 2007. Estimates for 2008 confirm these trends: 38.441 fathers taking up the 15 daddy days (up from 37.552). This is if we calculate the number of fathers who take leave on the basis on the number of births. However if consider the number of fathers who take additional Paternity leave in relation to the number of eligible women (71170) then the percentage of fathers taking the 15 daddy days leave increases to 54%.</p> <p>* However take up is underestimated as statistics exclude employees with special social protections regimes, e.g. civil servants, banks.</p>
Parental leave	<p>There is no information on take-up of leave. But as leave is unpaid, take-up is estimated to be very low.</p>

Romania	
Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Not mentioned

Russian Federation

Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Not mentioned

Serbia

Maternity leave	No statistical data
Paternity leave	No statistical data
Parental leave	No statistical data

Slovakia

Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Not mentioned

Slovenia

Maternity leave	All insured mothers take Maternity leave.
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<p>Paternity leave</p>	<p>Sixty-three per cent of fathers took up to 15 days of Paternity leave in 2003 (when it was introduced), 72 per cent in 2004 and some two thirds in 2005. Research suggests that most fathers (91% in 2004) do not take more than 15 days of Paternity leave because their earnings are not fully compensated during the rest of it. There are also obstacles on the employers' side (Reber, Švab, Žakelj and Humer, 2005; Stropnik, 2005). The number of entitled fathers using paternity leaves and paternity allowance in 2008: 14.212. The number of entitled fathers with paid social security contributions using paternity leaves without paternity allowances in 2008: 498. The number of fathers using parental leave and allowance in 2008:369. Number of fathers using parental allowances without parental leave: 6.</p>
<p>Parental leave</p>	<p>All mothers take Parental leave. In 2003, 2.2 per cent of fathers took a part of it, as compared to 0.75 per cent in 1995 and only 0.6 per cent in 1999. This shift may be attributed to higher awareness of fathers' rights following the introduction of Paternity leave. However, until now the proportion of cases where the parents share the leave has remained at about two per cent. Considering the full wage compensation during the leave, the reasons for low participation of fathers may be found in the traditional division of tasks within the family, attitudes in the society (not the declared ones but rather those that rule people's behaviour), the absence of a positive image of the father who takes over more family responsibilities, and employers' expectations of their male employees. Paternity leave and fathers having their own entitlement to part of Parental leave do not significantly influence mothers to return earlier to work after their leave period (Stropnik, 2005). Fathers usually take only part of the leave (if any at all), so that absence due to Parental leave keeps on threatening the women's professional careers.</p>

<p>Spain</p>	
<p>Maternity leave</p>	<p>Maternity leave benefit covers 65 per cent of the births in 2005 (author's own calculations based on data provided by the Social Security Institute and the Spanish Statistical Institute); this was similar as the 68 per cent employment rate among women aged 25 to 34 years (average age at maternity is around 31 years old). Coverage has been improving since 1995 (the first year for which the data is available) when it was 31 per cent, while the corresponding female employment rate was 40 per cent. Increased coverage is due both to growing female employment and better coverage of atypical employment situations due to regulatory reforms. In 2005 fathers shared some Maternity leave in about 1.8 per cent of the cases and in 27.5% of adoption cases. January to June (included) 2008 there have been 180.333 cases of maternity leave: 9.54% more than the previous year</p>
<p>Paternity leave</p>	<p>Most fathers are eligible for the Paternity leave according to the Labour Force Survey data. As payment for fathers taking Paternity leave has been made only by employers until now, there is no information on take-up rates. From March 24th 2007 onwards, fathers have a new entitlement of two weeks paid from Social Security, also covering the self-employed. As the Social Security Institution publishes annually the basic data (number of users and expenditure) on the benefits it manages, we expect to be able to publish a coverage indicator of paternity leave in the next annual review. In the first semester of 2008 there have been 139.483 cases of paternity leave versus 180.333 cases of maternity leave.</p>

<p>Parental leave</p>	<p>In 2005, 27,953 people started some period of parental leave: fathers made up only 4.5 per cent of users. This corresponds to six per cent of the births in that year, an increase since 1995 (the first year for which the data is available) when it was 1.7 per cent. However it represents only about two per cent of children under three years old, a relevant age since leave can be taken until children reach three years.</p> <p>New research, based on a sample drawn from the Social Security system, has estimated that between 1989 and 2005 96 per cent of users have been mothers, with a median duration of 184 days, and four per cent fathers with median duration of 172 days; 36 per cent of fathers and 26 per cent of mothers used this unpaid parental leave for less than three months. Eleven per cent of user mothers and 25 per cent of user fathers do not return to the same company, which means that in these cases the use of Parental leave is connected to a change of employment (Escobedo & Navarro, based on data from MCVL_04 facilitated by the Social Security, Spanish Ministry of Labour and Social Affairs).</p> <p>Qualitative research indicates that users are mainly women after their maternity leave ends, in some cases taking leave for a short period until a childcare arrangement is available (for example if the Maternity leave ends in May and a place in an early education nursery is only available in September), and in other cases for longer period. But only 13 per cent of users took leave for more than one year according to the recent quantitative research.</p> <p>The last available data (January-June 2008) indicate a number of 20.865 leave permissions due to care for a family member, of which 19.307 cases were women and only 1.558 were men.</p>
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Switzerland	
<p>Maternity leave</p>	<p>En 2006, 541'796 femmes ont touché des allocations de maternité, ce qui représente 4'280'567 jours indemnisés</p>
<p>Paternity leave</p>	<p>N/A</p>
<p>Parental leave</p>	<p>N/A</p>

Turkey	
<p>Maternity leave</p>	<p>Not mentioned</p>
<p>Paternity leave</p>	<p>Not mentioned</p>
<p>Parental leave</p>	<p>Not mentioned</p>

Ukraine	
Maternity leave	Not mentioned
Paternity leave	Not mentioned
Parental leave	Not mentioned

United Kingdom	
Maternity leave	The most recent estimates are based on the Maternity and Paternity Rights and Benefits in Britain: Survey of Parents, conducted in 2005. The survey is based on a random sample of mothers who had a baby in December 2003 and their partners. At this time paid maternity leave lasted six months with another six months unpaid leave. Almost half the women took about six months' leave, with just 14 per cent taking less than this. Around one in five took over ten months leave, but lower-paid mothers were much less likely to take unpaid leave.
Paternity leave	A 2005 survey reported increased leave-taking by fathers: the proportion taking more than two weeks increased from 22 to 36 per cent. Four-fifths of fathers who were employees and took time off used their new entitlement to Paternity leave. The remaining fifth did not use Parental leave, relying on annual or other forms of leave. But nearly half used Paternity leave exclusively, while the remaining 30 per cent used a combination of paternity and other forms of leave.
Parental leave	Parental leave is not used widely. In 2005, 11 per cent of mothers and 8 per cent of fathers of 17/18 month old babies who were entitled to it had used the entitlement and generally only for short periods. Similarly, in another survey of employees, out of 571 parents, 31 had taken parental leave in the past year.