

Total parental leave (paid and unpaid) *

Countries	Total length (months)	Paid Leave	
Austria a)	22	yes	flat rate
Azerbaijan	34	yes	flat rate
Belgium b)	6	yes	flat rate
Bulgaria c)	25.5	13.5: yes 12: no	(minimum salary)
Croatia d)	6	yes	earnings-related (100%) with low ceiling
Cyprus e)	6.5	no	-
Cz Republic	30.5	yes	flat rate
Denmark	8	yes	earnings-related (100%) with ceiling
Estonia	31.5	yes	14.5: earnings-related (100%) with ceiling; 17: flat rate
Finland	27 (6: parental leave + 27: care leave)	yes	6: earnings-related (70- 75%) lower percentage if higher income 27: home care allowance
France	33 (if 2 nd child)	yes	flat rate
Germany f)	34	12: yes 22: no	earnings-related (67%)
Greece g)	7 + 6	7: no 6: yes	flat rate
Hungary	30	yes	18: earnings-related (70%) with ceiling 12: flat rate
Iceland h)	6	yes	earnings-related (80%) with ceiling
Ireland i)	7	no	-
Italy	10	yes	earnings-related (30%)
Latvia	18	yes	12: earnings-related (70%) 6: flat rate
Lithuania	34	22: yes 12: no	10: earnings-related (100%) 12: (85%)
Luxembourg	12	yes	flat rate
Malta	6	no	-
Moldova	34	yes	flat rate
Netherlands j)	6.5	no	-

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Countries	Total length (months)	Paid Leave	
Norway	34.5	yes	10,5: earnings-related (80-100%) with ceiling 24: flat rate
Poland	36	24 or 36 if >1 child: means tested	flat rate
Portugal k)	34.5	10.5: yes 24:no	4.5: earnings-related (83%) 6: earnings-related (25%)
Romania	21.5	Yes	flat rate
Russia Federation	33.5	13.5: yes 20: no	earnings-related (40%) with ceiling
Serbia l)	25	no	-
Slovakia	30.5	yes	flat rate
Slovenia m)	9	yes	earnings-related (100%) with ceiling
Spain n)	32	no	-
Sweden o)	16	14: yes 2: no	11: earnings-related (80%) with ceiling 3: flat rate
Turkey p)	6	no	-
UK e)	6.5	no	-
Ukraine	34	yes	flat rate

* In this table we have only considered leave available equally to mothers and fathers after maternity leave. In the countries where leave after birth is called parental leave (Portugal, Norway, Sweden) we have subtracted the obligatory mother's only leave (Portugal and Norway, 6 weeks and Sweden, 60 days). For other countries we have considered not only parental leave but also other available types of leave parents are entitled to such as care leave, childcare leave, educational leave, etc.

a) In Austria parents can stay on parental leave up to child's second birthday, but parental benefit/childcare allowance is paid for a longer period.

b) In Belgium parental leave may be supplemented by payments from regional governments; leave can be taken either for 3 months full-time, or 6 months part-time or even 15 months at 1/5 of time (lone parents get more time if parental leave is taken at 1/5 of full-time leave); payment is reduced accordingly (712 Euros per month for a full-time 3 months' leave). It is also important to mention "the time credit system" in Belgium which applies to employees in the private sector. All eligible workers have a basic right to one paid year of this type of leave. This period can be extended for up to five years by collective agreement negotiated at sectoral or company level. Beneficiaries who extend their leave will continue to receive a payment during the full length of their leave.

c) In Bulgaria after the maternity leave there is an additional leave up to the child's second birthday. Afterwards, each parent has a 6 months unpaid parental leave to take up to the child's eighth birthday if the child is not placed in full state-supported childcare (12 months in case of a lone parent).

d) In Croatia paid parental leave can be extended by 2 months if the father takes at least 3 months of the 6 months' parental leave; in case of a third and every subsequent child the 6 months paid parental leave is extended to 30 months.

e) Maximum 4 weeks leave per year.

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- f) In Germany the 12 months paid parental leave can be increased to 24 months with proportional reduction of the amount paid (33 per cent of earnings instead of 67 per cent); four Länder provide payment (means-tested) during the second or third year of parental leave.
- g) After maternity leave mothers working in private sector are entitled to a 6 months “maternal childcare paid leave” (flat rate payment). In public sector, 3 months parental leave is paid as from the third child onwards. For every third or subsequent child parental leave increases by 2 months.
- h) Iceland also has a childcare leave scheme, in which each parent may take 13 weeks’ unpaid leave until the child is eight years old.
- i) In Ireland each parent is entitled to 14 weeks of parental leave; leave is not transferable between parents.
- j) In the Netherlands parental leave is thirteen times the number of working hours per week (full-time work is 38 hours a week) per parent per child to be taken up to the child’s eighth birthday; payment is a tax credit of 50% of the statutory minimum wage (i.e. 650 Euros/month) in case of full-time leave and only for parents who have a life course saving scheme. Hence we have considered that the total duration of parental leave in Netherlands is 26 weeks, corresponding to nearly 6.5 months.
- k) In Portugal “initial parental leave” can be taken for 6 months in case of gender sharing of leave (after the 6 weeks of mothers only leave), otherwise it lasts 5 months. After initial parental leave it is possible to take “additional parental leave” of 6 months (individual entitlement of 3 months for each parent paid at 25% of earnings) and afterwards one of the parents can still take unpaid childcare leave up to a maximum of two years (three years in case of a third or subsequent child).
- l) In Serbia maternity leave can be paid up to the child’s second birthday for the third or subsequent child. The mother or the father may take up the unpaid leave up to the child’s third birthday.
- m) In Slovenia parental leave may be taken on a part-time basis. In this case parental leave is extended (520 calendar days instead of 260 calendar days) and the benefit is reduced accordingly.
- n) In Spain some payment is provided depending on regional governments.
- o) In Sweden some municipalities (voluntary) may pay a new child care allowance (flat rate) to parents up to their child’s third birthday. However, since it is not a universal entitlement, we did not take it into account. Therefore, if we subtract the two months reserved for mothers after birth, paid parental leave lasts for 16 months.
- p) One year if civil servants

Paternity leave and “fathers only paid leave”

COUNTRIES	Statutory paternity leave	“Fathers only paid leave”
Azerbaijan	X	-
Belgium	X	(3 months)
Bulgaria	X*	-
Denmark	X	-
Estonia	X	-
Finland	X	(1 month – father’s month)
France	X	-
Greece	X	-
Hungary	X	-
Latvia	X	-
Lithuania	X	-
Luxembourg	X	(6 months)
Malta	X	-
Monaco	X	-
Netherlands	X	-
Norway	X	(1.5 months)
Portugal	X	(4 months)
Romania	X	-
Serbia	X	-
Slovenia	X	-
Spain	X*	-
Sweden	X	(2 months)
Turkey	X	-
U.K.	X	-
Austria	<i>time off</i>	(3/4/6 months)
Bosnia and H.	<i>time off*</i>	-
Croatia	<i>time off*</i>	**
Germany ¹	<i>time off</i>	(2 months)
Poland	<i>time off*</i>	-
Russian Fed.	<i>time off</i>	-
Slovakia	<i>time off</i>	-
Switzerland	<i>time off</i>	-
Cyprus	no	-

¹ In order to follow the same criteria used in the other countries, in Germany we only took into consideration the two months of “partner’s only paid leave”. The father may also take up to 12 months paid leave in case the mother claims an accordingly shorter period of paid leave.

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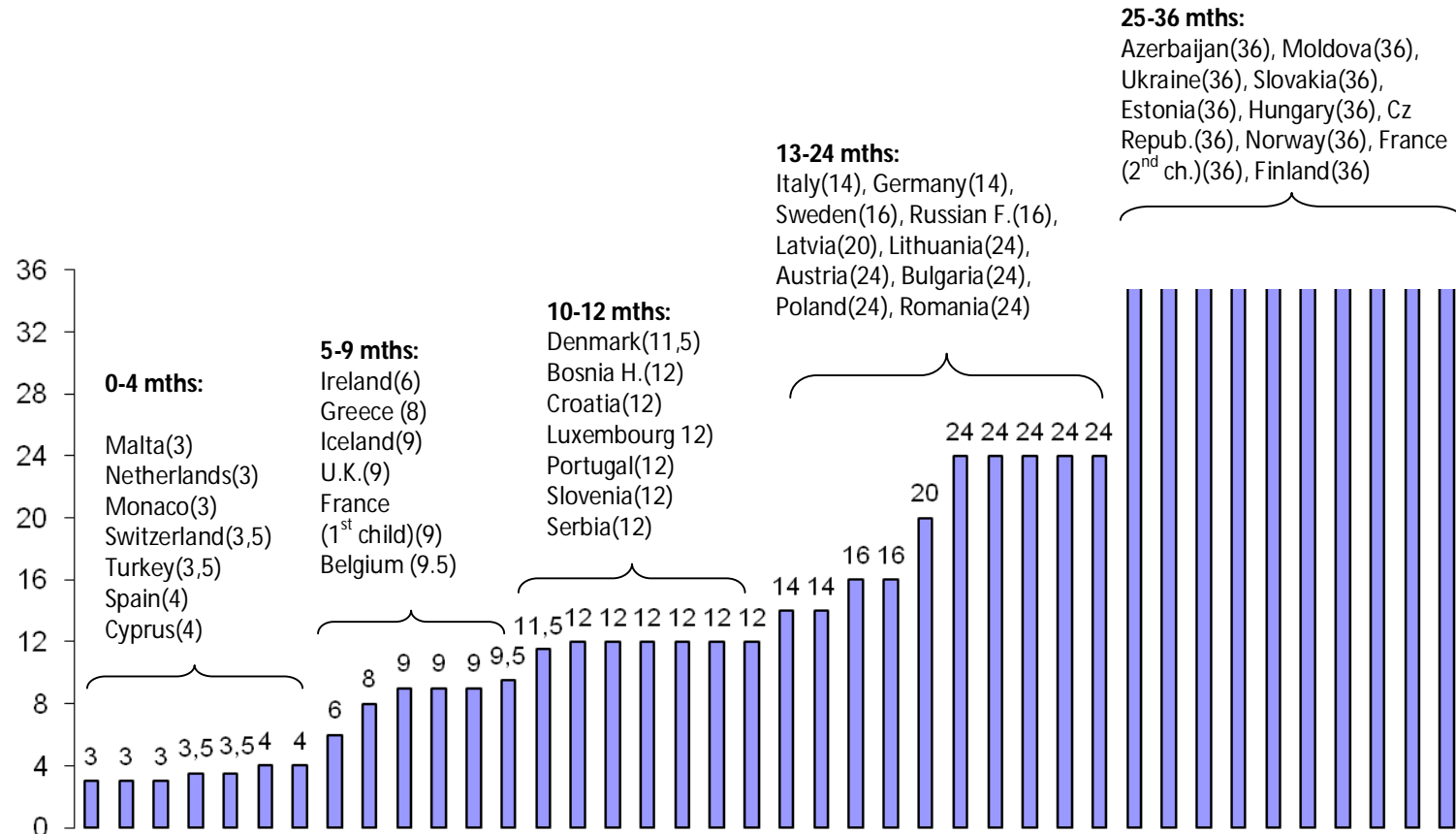
Czech Republic	no*	-
Iceland	no	(3 months)
Ireland	no	-
Italy	no	(6 months)
Moldova	no	-
Ukraine	no	-

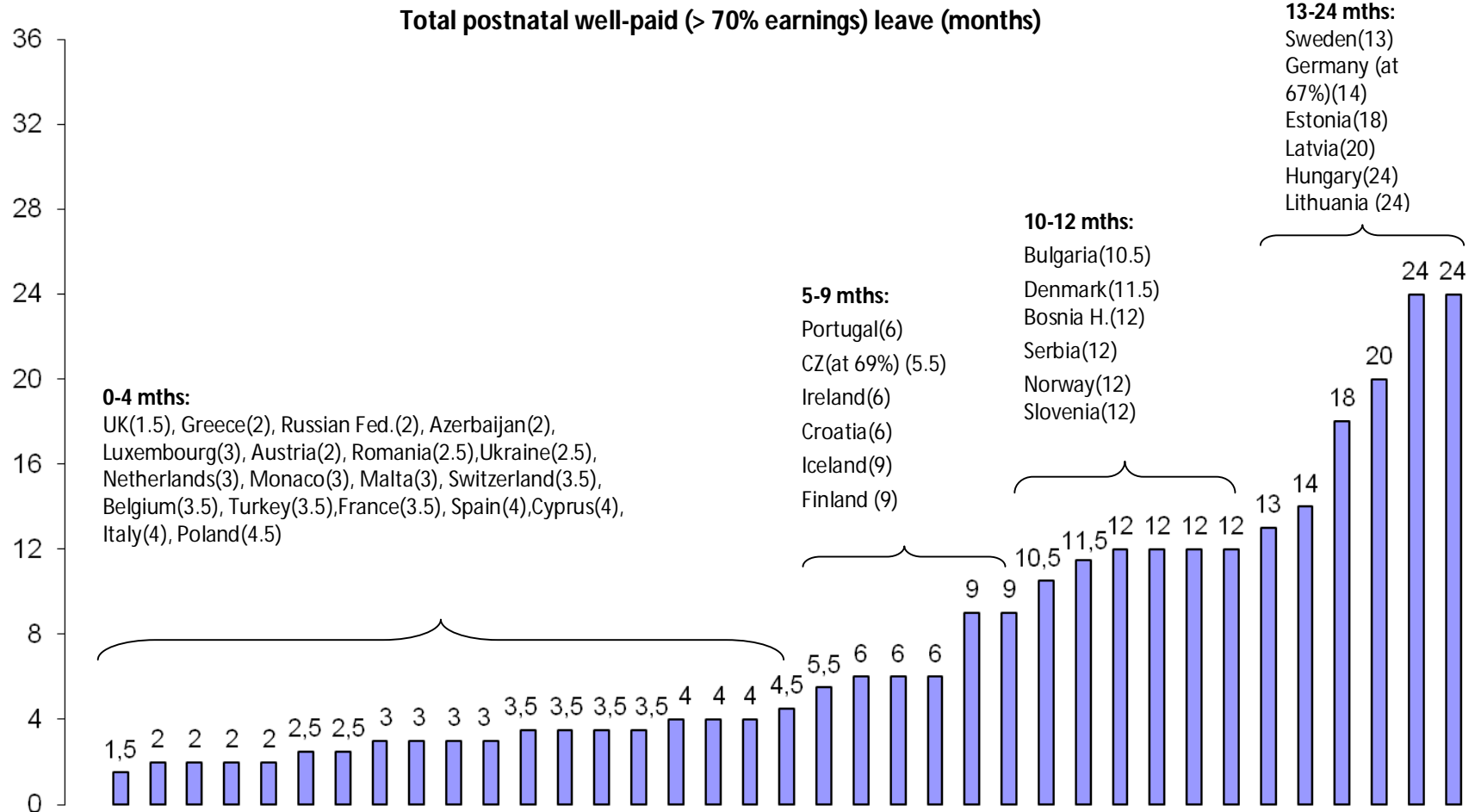
* In these countries, it is possible for fathers to take part of the maternity leave, subject to both parents agreeing. This transfer must be made within a certain time after birth.

** In Croatia parental leave is a parental entitlement though it is supposed to be divided equally between both parents; if the father takes 3 months total paid parental leave (earnings related, very low ceiling), the latter is extended by 2 months.



Total postnatal paid leave (months)





In Bosnia and Herzegovina well-paid leave does not exist in all cantons and payment ranges between 50-90 per cent of earnings; in Moldova there is no information on amount paid; Slovakia was not included due to the fact that replacement pay is below 70 per cent of earnings (55% of earnings).