

**Table 1.13: Statutory Child Care Leaves: Take up rates and the feminization of users**

	<i>Maternity Leave</i>	<i>Parental Leave</i>		<i>Paternity Leave</i>
	<i>Take up rate</i>	<i>Take up rate</i>		<i>Take up rate</i>
		<i>Women</i>	<i>Men</i>	<i>Feminization of users</i>
<b>Austria</b>	very high	high	low	99%
<b>Belgium</b>				
<b>Denmark</b>	86.6%*	high**		58.2%
<b>Finland</b>	100% ca.	100% ca.**	low	>95% 64%#
<b>France</b>				100% ca.
<b>Germany</b>	100%	96%**	low	97.5%**
<b>Greece</b>	100%	very low#	almost zero#	
<b>Iceland##</b>	90-100%	90-100%	<1%	
<b>Ireland</b>		>95%		
<b>Italy</b>	100%	high**		>95%
<b>Netherlands</b>	100%	40%+	9%+	
<b>Norway</b>		mothers' quota: all eligible mothers	father's quota: ca. 80% for < 1 month	80%
<b>Portugal</b>	100%			
<b>Spain</b>	100%			
<b>Sweden</b>				88%
<b>United Kingdom</b>				

Key:

\* of all new mothers in the labor market

\*\* for at least part of the period

# estimate, no official data available

## the figure in the first column refers to maternity leave in the public sector. Figures in the second column refer to parental leave (de facto maternity leave for the private sector).

+ the data refer to 1995

Source: European Commission (September 1998). *Care in Europe: Joint Report of the "Gender and Employment" and the "Gender and Law" Groups of Experts*. Adapted from Experts' Reports.