

The Clearinghouse for International Developments in Child, Youth and Family Policies at
COLUMBIA UNIVERSITY

Table 1.14: Statutory leave arrangements for parents — Summary table of EU

	Maternity leave			Paternity leave			Parental leave		
	Duration	Benefit	Note	Duration	Benefit	Note	Duration	Benefit	Note
BE	15 weeks	82% of earnings for first month; 75% thereafter	Obligatory: 1 week prior and 6 weeks after birth. Remaining 6 weeks either before or after.	3/4 days in private/public sector	100% of earnings		3 months each parent until child is 4	Flat-rate: +/- €495	Both parents entitled. Part-time leave (6 months) also available.
DK	18 weeks	On the basis of the hourly pay for employees and of the income from the business activities for self-employed. Ceiling for both: +/- €406 (DKK 3,016) per week (2002- level).	4 weeks prior and 14 after birth.	2 weeks	As maternity		32 weeks	As maternity	1. can be shared between parents 2. 8-13 weeks can be postponed with the agreement of the employer up to age 8 of the child 3. Can be doubled if coupled with part-time work 4. Can be extended to 40 weeks (all) or 46 (employees) and rate reduced proportionately
DE	14 weeks	100% of earnings	6 weeks prior and 8 after birth (+4 for multiple or premature births)	None			36 months ¹ up to child's 3 rd birthday, therefrom a maximum of 12 months may be taken until the child reaches the age of 8	Regular benefit of €307 (24 months) or budget of €460 (12 months)	Family entitlement, can be shared or taken together by both. Part-time allowed.
EL	14 weeks	100% of earnings	3 weeks prior and 7 after birth. Remaining 4 either before or after	None			3 months each parent until child is 3.5	Unpaid	Only in enterprises with 50+ employees.

(Table continued)

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	Maternity leave			Paternity leave			Parental leave		
	Duration	Benefit	Note	Duration	Benefit	Note	Duration	Benefit	Note
ES	16 weeks	100% of earnings with ceiling	6 weeks after birth. Remaining either before or after (+2 for multiple births). Up to 4 weeks transferable to father.	2 days +4 weeks transferable from mother	100% of earnings 100% of earnings with ceiling		36 months ² up to child's 3 rd birthday. If child <6, reduced working hours	Unpaid No compensation	Family entitlement, can be shared between parents.
FR	16-26 weeks	84% of earnings	4 weeks prior and 10 after birth. Remaining 2 either before or after. Extra weeks for multiple births.	11 days plus 3 additional days from employers	84% of earnings	Within 4 months following the birth	³ 36 months up to child's 3 rd birthday.	Flat-rate if two or more children: €460/month	Family entitlement, can be shared between parents. Part-time allowed.
IE	14 weeks	70% of earnings Unpaid	4 weeks before birth, 10 either before or after. +4 weeks on mother's request	None			14 weeks each parent until child is 5.	Unpaid	
IT	5 months	80% of earnings	Either prior or after birth	None			10 months until child is 8; 11 months if at least 3 taken by father	30% of earning	Family entitlement, can be shared between parents. Incentives to employers offering part-time leave.
LU	16 weeks	100% of earnings	8 weeks prior and 8 after birth. +4 for multiple birth	2 days	100% of earnings		6 months each parent until child is 5.	Flat-rate of €412/month for 22 months with no re-employment guarantee (no tied to childcare) or €1490 for 6 months +guarantee (tied to childcare)	Or 12 months part-time leave. One parent must take leave immediately after Maternity leave. Childcare leave payable to one parent only.

(Table continued)

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	Maternity leave			Paternity leave			Parental leave		
	Duration	Benefit	Note	Duration	Benefit	Note	Duration	Benefit	Note
NL	16 weeks	100% of earnings with ceiling	4 weeks before birth; 12 either before or after	None			3 months each parent until child is 8	Unpaid	
AT	16 weeks	100% of earnings	8 weeks before birth and 8 after; +4 for multiple or premature births	None			⁴ 24 months up to child's 2 nd birthday.	Flat-rate: €13.50/day for 18 months for mother, 24 months for father.	Family entitlement, can be shared between parents with incentive for father. Part-time leave allowed until child is 4.
PT	120 days	100% of earnings	60 days after birth, 60 either before or after.	5 days			6 months each parent until child is 3	Unpaid	Extension after 3 rd child.
FI	17.5 weeks	43%-82% of earnings (average 66%)	5 weeks before birth, 9.5 after and 3 either before or after. Higher benefit level for men	1 week	As Maternity leave	+ 6-12 days out of Childcare leave	26 weeks+10 for multiple births Further period until child is 3	As Maternity leave Flat-rate: €250/month + supplement for other children	Immediately after Maternity leave. Both family entitlement, can be shared between parents with incentive for father. Part-time leave allowed
SE	12 weeks	80% of earnings		2 weeks	80% of earnings		18 months each parent until child is 8	80% of earnings for 360 days and €6.50/day for 90 days with ceiling	Part-time leave allowed.
UK	18 weeks for all women and 40 weeks if employed for over 12 months with same employer	11 weeks before birth, 29 after.	90% of earnings for 6 weeks and flat-rate for 12 weeks (rates depending on earnings).	None			13 weeks each parent until child is 5	Unpaid	Up to 4 weeks only in any one year

Note:

¹ Including maternity leave

² including maternity leave

³ Including maternity leave

⁴ Including maternity leave

Source: Eurostat (2004). *Development of a Methodology for the Collection of Harmonized Statistics on Childcare*. Luxembourg: Office for Official Publications of the European Communities.

Last updated July 2004