

Attachment 1

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Statutory maternity leave arrangements (1) – end 2003

Country	Statutory / other	Maximum duration (weeks)	Paid	Paid for full duration	Payment	Paid by	Jobs guarantee
Austria	Statutory	16 (20 if medical circumstances)	Yes	Yes	100%	State/HI	Yes
Belgium	Statutory	15 (17 if multiple births)	Yes	Yes	30 days : 82% after : 75% up to maximum	HI	Yes
Denmark	Statutory	18	Yes	Yes	90 % up to maximum (3115 Dkr per week)	Employer	Yes
Finland	Statutory	105 days (excl. Sundays) = around 17,5 weeks	Yes	Yes	100 – 60 % (4) Decreases with earnings Min : 11,45 euros per day	HI	Yes
France	Statutory	1 st /2 nd child : 16 3 or more : 24 34 to 46 if multiple births	Yes	Yes	100 % up to maximum (2432 euros per month)	HI	Yes
Germany	Statutory	14 (18 if multiple births)	Yes	Yes	100%	HI (up to 13 euros per day) + employer	Yes
Greece	Statutory	17	Yes	Yes	100%	HI/employer	Yes
Hungary	Statutory	24	Yes	No	Pre-natal (min. 4 weeks) : 70 % Next : allowance (see table)	HI	Yes
Ireland	Statutory	26	Yes	No (18 paid)	70% with minimum and maximum	State	Yes
Italy	Statutory	21 (5 months)	Yes	Yes	80%	HI	Yes
Luxembourg	Statutory	16 (20 if multiple birth)	Yes	Yes	100 % (with minimum and maximum)	HI	Yes
Netherlands	Statutory	16	Yes	Yes	100% up to maximum	Unempl. fund	Yes
Norway	No specific maternity leave Statutory parental leave	48 maximum (3)	Yes	Yes	Different according to total parents leave 48 weeks : 80% or 38 weeks : 100% (up to maximum 341000 NOK))	State	Yes
Poland	Statutory	1 st child : 16 2 or more : 18 multiple births : 24	Yes	Yes	100 %	HI / employer	Yes
Portugal	Statutory	17	Yes	Yes	100% with a minimum	State	Yes

Slovakia	Statutory	28 (37 if multiple birth)	Yes	Yes	90% net wage up to a low maximum (350 SKK / day – 7500 SKK /month)	HI (social insurance fund)	?
Slovenia	Statutory	105 days (15 weeks)	Yes	Yes	100%	State	Yes
Spain	Statutory	16 (18 if 3 or more)	Yes	Yes	100%	State	Yes
Sweden	No specific maternity leave Statutory parental leave	420 days (480 to be shared, of which 60 not transferable)	Yes	Yes	First 390 days : 80% (up to a maximum - minimum of SEK 150 per day). Next 90 days : SEK60 per day	State	Yes
UK	Statutory	52	Yes	No (26 paid)	First 6 weeks : 90% then final 20 weeks : £100 per week or 90% av. weekly earnings if lower	Employer (refunded for most part)	Yes

EMP : has to be working/employed to be eligible

QP : qualifying period : employed have to be in work (unemployed have to be unemployed) for a certain amount of time within a certain reference period to be eligible.

SSC : A certain amount of Social Security contributions must have been paid for the claimant

WT : working time has to be over a lower limit.

Earnings : employees has to be earning a certain amount to be eligible

HI : health or social insurance

ED : employers discretion

(1) private sector employees. In many countries (e.g., Belgium, Greece...), civil servants have more rights. Self employed often have less favourable statutory schemes.

(2) the employed qualify on the basis of a qualify period and social security contributions, the self employed on the basis of social security contributions only and the registered unemployed qualify on the basis of the reference period only with days in unemployment counting as equivalent to working days.

(3) 52 weeks parental leave of which 4 reserved to the father (9 are reserved to the mother and the rest may be shared).

(4) Complex calculation. Only few people are entitled to full compensation. The average compensation is lower than 80%.

Sources : EIRO national centres answers to study questionnaire on “Family and parental leave provision and collective bargaining” (November 2003).

Maternity allowance (*) and maternity grants () in place of or in supplement to statutory maternity pay – end 2003**

Country	Allowance (*)		Grant (**)			
	Allowance	Eligibility	Details	Grant	Eligibility	Details
Austria	Yes	Women not covered by statutory maternity pay : (1) self employed in agriculture, trade and industry. (2) others (low part time, free service contract worker)	(1) 23 euros per day during 16 weeks maternity leave in order to hire a substitute (2) 6,91 euros per day during 16 weeks	Yes	<i>Mutter-Kind-Pass-Bonus</i> income related; on condition on mother and baby medical examinations	Payment on child's first birthday
Belgium	Yes	Self employed maternity leave	889 euros per month during three months	Yes	Birth grant	945 for first child 711 for subsequent children
Denmark	No	-	-	No	-	-
Finland	Yes	Not entitled to incomes related benefit due to low/no income	Guarantees a minimum benefit of EUR 11.45 /day for 105 days of maternity leave and subsequent 158 days of parental leave	Yes	All residents (pregnancy over 154 days)	Choice between a generous maternity pack or lump sum payment (140 euros)
France	Yes <i>No in 2004</i>	means tested (around 80 % of families are eligible)	During 9 months from the 5 th month of pregnancy 159 euros per month	No <i>Yes in 2004</i>	<i>new scheme in 2004, means-tested, such as to include 90 % of families</i>	800 euros once at birth
Germany	Yes	To women not entitled to statutory maternity allowance	210 euros per month	Yes	'Entbindungsgeld' for mothers in statutory maternity leave	
Greece	Yes	Not entitled to social insurance. Means tested State aid	500 euros in two parts (half for a period of 42 days before birth, half for the 42 days after birth)	Yes	Insured mothers having worked at least 50 days in the year before the birth	30 days minimum wage (but amounts vary highly in other social security regimes)
Hungary	Yes	All mothers after birth and during maternity leave Pre-natal medical exams	225 % of minimum pension (around 196 euros per month in 2003)	No		
Ireland	Yes			No	-	-
Italy	Yes	No employment records and not entitled to statutory maternity leave Means tested at household level	272 euros per month during 5 months for each child born or adopted (1358 euros in total) Paid by State through municipality	Yes	To unemployed and atypical workers not entitled to statutory maternity leave (also to a certain extent to those entitled)	1672 euros per child paid by health insurance

Country	Allowance (*)			Grant (**)		
	Allowance	Eligibility	Details	Grant	Eligibility	Details
Luxembourg	Yes	Not entitled to insured maternity benefit.	allowance paid for 16 weeks, Non-cumulative with similar benefits (185 euros per week)	Yes	mother and child have medical examination	1536 euros divided into three 512 euros lump sums: prenatal, birth and postnatal (child's 2 nd birthday)
Netherlands	No	-	-	No	-	-
Norway	No	-	-	Yes	Women not entitled to statutory parental leave (1)	NOK 33584 (around 4077 euros)
Poland	Yes	Social assistance recipients	Four first months of child's life Minimum : 50 PLN per month	Yes	Social assistance recipients (in the past : all mothers)	195 PLN (one time childbirth benefit)
Portugal	No	-	-	No	-	-
Slovakia	Yes	Women not entitled to paid statutory maternity leave.	Paid leave (lower amount)	Yes	For each child born.	Lump sum SKK 3,110
Slovenia	Yes	Parental allowance for parents not eligible to maternity leave allowances	52 % of guaranteed salary SIT 35000 in 2002 (adjusted with price)	Yes	Assistance for goods for a newborn child	SIT 50000
Spain	No	-	-	Yes	Birth of third or more children and multiple births. income-related child benefit	
Sweden	Yes	The mother may use 60 days of parental leave (480 days) before the birth	80% pay up to maximum (see tables on maternity and parental leave)	No	-	-
UK	Yes	employed or self employed for a certain period and not entitled to statutory maternity pay. or under minimum earnings requirements	26 weeks: 90% of av. weekly earnings up to a max. of £100/week	Yes	either partner getting income support, income based jobseeker's allowance, Child Tax Credit, Working Tax Credit.	Lump sum payment : £500. Can claim from 30 th week of pregnancy until 3 months after.

(*) Maternity allowance : amount of money paid at interval for a certain period after a child is born.

(**) Maternity grant : lump sump amount paid once at or around the childbirth.

(1) In this situation parental leave for father is reduced to 29 weeks fully paid or to 39 weeks paid 80%.

Source : various, especially EIRO national centres answers to study questionnaire on "Family and parental leave provision and collective bargaining" (November 2003).

Statutory paternity leave arrangements (1) – end 2003

Country	Statutory	Criteria	No of days	Paid	Paid for full duration	Level of payment	Job guarantee
Austria	No statutory paternity arrangements (but collective agreements generally providing for one or two days) (5)						
Belgium	Statutory	EMP	10 days to be taken with 30 days after birth (or adoption) May be split. 4 days for civil servants.	Yes	Yes	3 days : 100% (employer) Next : 82 % up to max. (health insurance)	Yes
Denmark	Statutory	EMP	2 weeks to be taken within 14 weeks after birth	Yes	Yes	90 % up to maximum	Yes
Finland	Statutory	Universal right	18 week days (3 weeks) (extended up to 1-12 days conditional on taking as many days in parental leave)	Yes	Yes	100 - 60% (same rules as maternity leave) may be fragmented (day)	Yes
France	Statutory	EMP	2 weeks (3 weeks if multiple births)	Yes	Yes	3 first days : 100% Next : 100% up to maximum	Yes
Germany	No statutory paternity arrangements						
Greece	Statutory	EMP	2 days	Yes	Yes	100%	Yes
Hungary	Statutory	EMP	5 days	Yes	Yes	? (social security)	Yes
Ireland	No statutory paternity arrangements (but 3 paid days leave are used to be granted by employers at birth)						
Italy	Limited cases	EMP + Only if lone father or if mother ill. Income related	total leave or the part which mother is ill for	Yes	Yes	80% by health insurance also in case of adoption	Yes
Luxembourg	Statutory	EMP	2 days at child's birth	Yes	Yes	100 % (employer)	Yes
Netherlands	Statutory	EMP	2 days (within a month after birth)	Yes	Yes	100%	Yes
Norway	No specific paternity leave. Statutory parental leave provision	EMP/QP for both parents 4 week father's quota depends on mothers employment prior to birth. No father's quota if mother has worked less than 50 % full-time.	Minimum : 4 weeks father's quota reserved to father (out of 52 weeks parental leave) (+ 2 weeks unpaid leave after birth) Maximum paid leave = 43 weeks (2) (33 weeks 100 % pay) (3) If the mother not in employment, the father is allowed only 38 weeks (28 weeks 100% pay)	Yes	Yes	- 100% if both parents take up to 42 weeks (up to maximum 341000 NOK) (28 weeks if mother not employed) - 80 % if 52 weeks (38 if mother not employed) - reduced compensation of father's quota if mother between 50 and 75 % full-time work	Yes

Country	Statutory	Criteria	No of days	Paid	Paid for full duration	Level of payment	Job guarantee
Poland	Limited cases	EMP Part of maternity leave over 14 weeks may be transferred to father	1st child : 2 weeks maximum (16 – 14) 2 and more : 4 weeks maximum (18 - 14)	Yes	Yes	100%	Yes
Portugal	Statutory	EMP	5 days in first month after birth	Yes	Yes	100%	Yes
Slovakia	Limited cases	Actually, maternity leaves when mother suffers long-term illness	22 weeks (or 31 weeks)	Yes	Yes	90% net wage up to a low maximum	Yes
Slovenia	Statutory	EMP	90 days of which 15 days obligatorily during maternity leave, the remaining until child is 8	Yes	No	First 15 days : 100% (State) Next 75 days : 0% (4)	Yes
Spain	Statutory	EMP	2 days (+ 2 days if another town) (10 weeks maternity leave may be transferred to the father if both parents fulfil conditions)	Yes	Yes	100% (employer)	Yes
Sweden	Statutory	EMP	10 days after the child's birth to be used during the first 60 days and simultaneously with the mother	Yes	Yes	80% up to maximum	Yes
UK	Statutory	EMP/QF (26 weeks)	2 weeks to be taken by blocks of one week within 8 weeks of birth	Yes	Yes	£100/week or 90% of earnings if this is less	Yes

(1) Details on paternity leave provision is for private sector employees. Self employed are often excluded from paternity leave provision.

(2) 52 weeks parental leave of which 9 reserved to the mother (4 are reserved to the mother and the rest may be shared).

(3) 42 weeks parental 100% paid leave of which 9 reserved to the mother.

(4) Social contributions are paid by the State on the basis of minimum wage.

EMP : has to be working/employed to be eligible

QP : qualifying period : employed have to be in work for a certain amount of time within a certain reference period to be eligible.

Source : Various, especially EIRO national centres answers to study questionnaire on “Family and parental leave provision and collective bargaining” (November 2003).

Statutory parental leave arrangements – end 2003

Country	Statutory type	Duration	Child's age limit	Payment	Other	Job guarantee
Austria	Parental leave	2 years taken alternatively by parents by periods of 3 months (except one month that can be taken simultaneously). 2 years also if simultaneous part time 4 years if lone parent part time or both parents work part time alternatively	2 years (possibility to postpone 3 months up to 7 years old).	Separate benefit of 14,53 euros per day in 2003 for a period that may be longer than the parental leave : 30 months (or 36 months if both parents take it alternatively) Possibility to cumulate with low wage (earnings up to 14600 euros per year)	Part time work possible Independent right for father to a minimum of 3 continuous months (before 2002, dependent on mother's renunciation). Priority to the mother for the remaining rights. 6 months leave for adoptive parents (child's age limit is 30 months if adopted between 18 and 24 months, 7 years if adopted after 2).	Yes (only for 2 first years leave)
Belgium	Parental leave	3 months per parent per child (6 months if half time work) (15 months if 80 % part time work)	4 8 if disabled	Separate flat rate leave benefit not specific to parental leave 537 euros per month (full time leave) 268 if half time work	Full time leave may be taken in three blocks of one month. 80% part time work may be split in blocks of at least 3 months. Leave also for adoptive parents	Yes
Denmark	Parental leave	32 weeks per child to be shared (in continuation of maternity, paternity or even other's parent parental leave) + individual right of 8 unpaid weeks (possibility to spread 32 weeks payment over total 40 weeks leave)	9 (possibility to postpone 8-13 weeks in one block before the child is 9)	A total of 32 weeks 90 % up to maximum (3115 DKR per week) to be shared.	Only if no use of right to place in childcare Possibility to work part time with reduced payment accordingly	Yes

Country	Statutory type	Duration	Child's age limit	Payment	Other	Job guarantee
Finland	1) Parental leave 2) Homecare leave (if child not in municipal childcare) 3) Part time	1) 158 days (approx 26 weeks) after maternity leave to be shared between parents (paternity leave bonus if father takes part of parental leave) 2) up to 3 rd birthday of younger child taken after paid parental leave 3) Right to part time work to care for child until the second school year (average 8½ years)	1) Under 1 2) 3 years old 3) Around 8½	1) Around 60% (same rules as maternity allowance) 2) basic allowance : 252,28 €/month for first child + subsequent 84,09 €/month (if under 3 years) or 50,46 €/month (if over 3 years) + a means-tested supplement of maximum 168,19 €/month for one child only + possible municipal supplement 3) Salary is reduced according to reduction in hours. + an allowance of 70 €/ month	1) extended in case of multiple births by 60 days per additional child Part time possible for both parents Also for adoptive parents	Yes (for all types)
France	1) Parental leave 2) Part time	1) 3 years per parent per child (one year renewable twice) 1 year if adoption 2) Right to part time for reconciling family and work	1) 3 2) No	1) Separate benefit per household : if 2+children, and worked certain numbers of years. Not working : 495 euros per month Part time : 328 under ½ FT work and 248 up to 80% FT work (part time amounts to be increased by 15 % in 2004).	1) Benefit to be extended in 2004 for 1st child, for a maximum duration of 6 months (340 euros per month) 2) cannot be refused by employer unless strong reasons	Yes
Germany	Parental leave	3 years per parent per child 2 first year of the child, and the third year before the child is 8 (upon approval of the employer) Parents living together can take leave simultaneously if part-time work (15-30 hours).	3 (8 upon employer's approval) 8 if adoption	Separate benefit during first 2 years (means tested and income related) Maximum amount : Choice between 307 euros per child and month during first 24 months or 460 euros during 12 first months	Part time possible between 15 and 30 hours per week (only firms over 15 employees). Lone parent working up to of 30 hours maximum is entitled parental leave Fragmented only upon employer's approval Also for adoptive parents	Yes

Country	Statutory type	Duration	Child's age limit	Payment	Other	Job guarantee
Greece	Parental leave	3,5 months per parent	3.5	Unpaid	Part-time only upon employer's approval. Also for adoptive parents Also in case of separation, divorce or death of one parent	?
Hungary	1) unpaid leave 2) care fee 3) Child raising support	1) Up to child's 3 year 2) Up to child's 2 year (to parents on unpaid leave fulfilling previous insured qualifying period). 3) If 3 and more children, with youngest child between 3 and 8	1) 3 2) 2 3) 8	1) Unpaid (there exist a separate low care allowance of around 87 euros per month) 2) 70 % up to a maximum of around 332 euros per month 3) minimum old age pension (around 87 euros per month in 2003)	2) also adoptive parents. For those not fulfilling previous working condition, there exist a low care allowance of around 87 euros per month. 3) prolongs de facto low care allowance for 3 and more families possibility to work part time up to 4 hours a day	Yes
Ireland	Parental leave	14 weeks per parent (in one block unless employer's agreement)	5	Unpaid	Also in case of adoption No part time	Yes
Italy	Parental leave	11 months per child to be shared between parents as follows: 6 months maximum for the mother and 6 months for the father, extended to 7 if the father claims at least 3 months. 10 months if lone parent	8 (6 if adoption)	Child under 3 : 30% for 6 months maximum. 30% over 6 months only if incomes below a maximum. Child aged 3-8 : unpaid	Also for adoption Duration of paid leave up to 3 year for severely handicapped child. Also 3 months 30% paid leave for self employed during first child year	Yes
Luxembourg	Parental leave	6 months per parent per child (12 months if work under 50 % full time) to be taken for one of the parent after maternity leave, before 5 th child's birthday for the other parent	To be taken after maternity leave or before 5 year for the other parent	1693 euros per month during 6 months if full time (846 euros per month during 12 months if part time)	To be taken in one block Part time only on employer's approval 2 supplementary full time months if multiple birth	Yes

Country	Statutory type	Duration	Child's age limit	Payment	Other	Job guarantee
Netherlands	1) Parental leave 2) Right to part time	1) 3 months per parent per child (6 months if half part time work) One parent at a time (mother has priority) 2) right to change working time	1) 8 (or later upon employer's approval) 2) no	1) Unpaid except civil servant (75%) or favourable collective agreements 2) wage reduced accordingly. No statutory compensation.	1) Flexibility : leave to be taken in blocks of at least one month. Also 4 months adoption unpaid leave (for child up to 12) 2) also right to increase working time	Yes
Norway (see also maternity and paternity leaves)	1) Paid parental leave 2) supplementary unpaid leave 3) part time	1) 42 or 52 paid weeks per child to be shared, of which 4 are reserved for the father and 9 for the mother. 4 father's weeks dependent on mother's employment : if less than 50 % full time work, no father 4 weeks quota ; if 50-75% full time, compensation adjusted accordingly. 2) 1 year for each parent per child to be taken after paid leave (2 years for lone parent or for father if mother not in employment). 3) Time account scheme enabling parents to combine paid parental leave and part-time work)– up till 104 weeks.	1) 3 2) 2	1) 42 weeks 100% or 52 weeks at 80% (including 9 weeks maternity and 4 weeks' father's quota) (maximum limit is annual income of NOK 341 000) 2) Unpaid 3) to be combined with paid parental leave.	The sharable period (39 or 29 weeks) may be taken simultaneously by parents working part time.	Yes
Poland	Parental Leave	3 years per parent	4 (18 if chronic illness or disability)	318 PLN per month Means-tested benefit at household level. For a maximum duration of 3 years	to be taken in no more than four blocks	Yes

Country	Statutory type	Duration	Child's age limit	Payment	Other	Job guarantee
Portugal	1) Parental leave	1) 3 months per parent (6 months if part time)	1) 6	1) Unpaid	1) part time possible	Yes
	2) Special leave to care for children	2) 2 years (3 years for 3+ children, 4 years if handicapped child)	2) 6 12 if part time	2) Unpaid	2) possibility to work part time	
	3) Part time	3) one more child under 12	3) 12		3) also right to flexible hours	
Slovakia	Parental leave	Up to child's 3 rd birthday Individual right to be taken after maternity leave	3 (6 if disabled child)	SKK 3790 per month (SKK 1200 if the parent is working or receiving sickness benefit)	22 weeks leave for adoptive parents	Yes
Slovenia	1) Parental leave	260 days for only one parent	1) 8 (18 if sick child)	1) 100% (55% minimum wage if employment less than 12 months prior to leave) 2) no (only social contributions are paid on the basis of minimum wage)	Not used paid leave may be transformed, up to the equivalent of 5 months, for childcare or housing cost. Also adoption leave (up to 150 days)	Yes
	2) Part time		2) 3 (18 if medical reason)			
Spain	Parental leave	3 years per parent per child (but only one parent at a time)	3 (6 if part time)	Unpaid		Yes (stronger if leave not over one year)
	Part time	Reduction of daily working time between 30 and 50 %	6 (or disabled)	No		
Sweden	Parental leave	1.5 years (480 days to be shared between the parents, 60 days reserved to each parent)	8	First 390 days : 80%. (up to a maximum; with a minimum of SEK 150 per day). Next 90 days : 60 SEK a day	Parental leave is fully flexible : may be divided in full days, half, 1/4, 1/8 (one hour). Same leave for adoptive parents	Yes
UK	Parental leave	13 weeks per child (18 if disabled and both working parents) maximum 4 weeks per year by blocks of no less than one week	5	Unpaid	Long prior maternity leave (52 weeks) Adoptive parents have right to paid statutory maternity leave and unpaid parental leave (for child under 18)	Yes

Source : various, especially EIRO national centres answers to study questionnaire on “Family and parental leave provision and collective bargaining” (November 2003). + COM 2003 (358) final

Statutory leaves to care for sick children – end 2003

Country	Type	Duration	Child's age limit	Payment	Other	Job guarantee
Austria	Short leave	Sick children and relative care leave 1 week per year a second week per year if child up to 12 and under certain conditions	No (for children and relatives)	100%		Yes
	Longer leave	Family emergency leave 3 months (renewable once)	No (heavily sick child or dying relatives)	Unpaid (unless exceptions)	Part-time work possible	Yes
Belgium	Short leave	Leave for "imperious reasons" 10 days per year	No (for child and relatives)	paid	In case of illness, accident and hospitalisation of a relative Other longer leave up to one year with flat rate benefit	
Denmark	No statutory but collective agreements	(most collective agreements provide for at least a paid leave for the child's first day sick ; often supplementary paid leaves to care for a child)				
Finland	1) Short sick child leave	1) 4 per sick child for one parent at a time (for each event)	1) 10	1) not compulsory by law, but many collective agreements provide for a 100% payment for 3 to 4 days.		Yes
	2) Short unpaid leave	2) ? for family urgent reasons	2) no (relatives)	2) unpaid		
	3) Long (child disability)	3) For chronically ill or disabled child needing daily care	3) ?	3) Minimum around 60 % (same rules as maternity leaves)		

Country	Type	Duration	Child's age limit	Payment	Other	Job guarantee
France	1) Short sickness	1) 3 days per parent per year (5 days if child under 1 year or if 3 or more children under 16)	1) 16	1) Unpaid	2) A supplementary separate benefit for handicapped child also exists with a higher amount if permanent care at home is necessary (930 euros per month)	Yes
	2) Long leave	2) 1 year (4 months renewable twice) for sick, disabled or accident (+ need of care)	2) 20	2) Flat rate separate benefit : amount varies with family type and number of hours. Full-time leave : Couple 810 euros per month. Lone parent 961 euros per month. Lower amounts if part-time.		
	3) Other	3) 6 months (3 months renewable) when a relative's life is at stake (end of life, serious accident or illness)	3) No (any relative)	3) Unpaid		
Germany	Short leave	10 per parent per child per year up to maximum of 25 per parent per year Lone parents : 20 per child per year up to maximum of 50 per year	12	70% gross earnings, 90% net maximum (health insurance)	Further sick child leaves in collective agreements	Yes
Greece	Short leave	6 days per year 8 days per year if 2 children 12 days per year if 3 or more children	16	Unpaid		Yes
Hungary	1) Short leave	1) Unlimited if child under 1 84 days per year if 1-3 42 days if 3-6 (84 if lone parent) 14 days if 6-12 (28 if lone parent)	1) 12	1) 70 % if permanent job during previous 2 years 60 % otherwise	1)	Yes (for all types) s
	2) Short supplementary unpaid	2) 1 child : 2 days per year / 2 children : 4 days per year ; 3 or more : 7 days per year.	2) 16	2) unpaid	2) in supplement to 1)	
	3) long leave	3) 2 years (for sick or handicapped relative)	3) no (any relative)	3) very low : 80 % of old age pension, that is around 70 euros per month	3) possibility to work part time up to 4 hours a day	
Ireland	Short leave	3 days per year per parent per child (in a limit of 5 days each 3 year)	5	Paid		Yes
	Long leave	65 weeks 'homemaker scheme' to care for a child o relative	12 (or handicapped or over 12 child or other relative)	Unpaid (maybe cumulated with earning for a job up to 10 hours per week	May be split	

Country	Type	Duration	Child's age limit	Payment	Other	Job guarantee
Italy	1) Short leave (sick)	1) Sick child under 3 : any duration Sick child aged 3-8 : 5 days a year per parent Handicapped child or parent : any duration	1) see column before No (relative)	1) Unpaid	1) only one parent at a time	Yes
	2) Short leave (handicapped)	2) if child under 3 : any duration if child 3 and over : 3 days per child per month for the father or the mother	2) no 3) ?	2) if child under 3 : paid on the basis of 2 hours per daily leave (around 20%) if child 3 and over : fully paid	2) only one parent at a time. May be cumulated with other leave	
	3) Long leave (severely handicapped)	3) up to 2 years (continuous or split in days, weeks..).		3) 100 % up to maximum (36152 euros per year)	3) may not be cumulated with parental leave	
Luxembourg	Short leave	2 days per year per parent per child (possibility of extension in case of exceptional gravity)	15	100%		Yes
Netherlands	Emergency leave	2 days per emergency event	No age limit	100%		Yes
	Short leave	10 days per year for sick child	No age limit	70% (30 % paid by State)		Yes
Norway	Short leave	1 or 2 children : 10 days per parent (20 days if lone parent). 3 and more children : 15 per parent (30 if lone parent). Theses quotas are doubled if chronically ill or disabled child	12 (18 if disabled child)	100%	Leave may be taken also if the carer is ill	Yes
Poland	1) Short leave	1) 2 days per year per employee	1) 14	1) paid (100 % ?)	1) not conditioned on any problem or sickness	
	2) care benefit for special leave	2) 60 days per year (child up to 14) 14 days per year (child over 14 or other relative) Only cases of illness (or, if child under 8, problem of care, e.g. with school/nursery)	2) no 3) 18	2) 80%	2) only if no other member of family may provide care	
	3) Long leave	3) up to 3 years children with chronic illness or disability				

Country	Type	Duration	Child's age limit	Payment	Other	Job guarantee
Portugal	Short leave	Aged under 10 : 30 days per year (extensible if hospitalisation) Aged over 10 : 15 days (also for other relative)	No	100%	In case of illness or accident A separate benefit exist for a parent caring a handicapped child (no limited duration)	Yes
Slovakia	Short leave	Max. 7 working days per illness per child; 13 working days for lone parent	10	First three days 70% of net monthly earnings, next days 90%; up to a maximum SKK 350/working day		Yes
Slovenia	Sick leave to care for relative	7 days per employee (15 days if child under 7 and handicapped child). In case of need for longer care medical, commission could prolong the leave up to 30 days.	15 (18/26 if in full time education)	80%		Yes
Spain	Short leave	2 (+ 2 days if a travel is necessary) under presentation of justifications (accidents, serious illnesses, hospitalisation, death)	No (any family member)	Paid		Yes
	Long leave	Up to one year (or more if collective agreements) In case of accident/illness	No (any family member)	Unpaid		
Sweden		60 days per child per year per parent	12 (16 in special cases)	80% up to maximum	Possibility also to use parental leave to care for sick child Other leave possibilities for disabled or very sick child	Yes
UK	'reasonable' leave	if dispute with the employer on the leave and its duration, it is left to tribunal to determine what is 'reasonable'.	16 (or 18 if in f/t education or training)	Unpaid		Yes

Source : various, especially EIRO national centres answers to study questionnaire on "Family and parental leave provision and collective bargaining" (November 2003). + COM 2003 (358) final