

January 2018

# European Social Observatory deliverable

**Brief overview of  
measures related to  
work-life balance in the  
European Union**

Country sheets



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After the withdrawal of the Maternity Leave Directive, the Commission has decided to take a broader approach to addressing women's underrepresentation in the labour market. The 'New Start' initiative to address the work-life balance challenges faced by working parents and carers, presented on April 2017 as a deliverable of the European Pillar for Social Rights, takes into account the developments in society over the past decade, aiming to enable parents and other people with caring responsibilities to better balance their work and family lives, and to encourage a better sharing of caring responsibilities between women and men. It is based on the results of a public consultation and two-stage European social partner consultations, and on an analysis of the accompanying impact assessment. The Communication, entitled 'An initiative to support Work-Life Balance for Working Parents and Carers', sets out a broad package of complementary legal and policy measures, which will reinforce each other<sup>1</sup>.

The initiative aims, among other things, at modernising the existing EU legal framework in the area of family-related leave and flexible working arrangements. The proposal for a Directive on Work-Life Balance for Parents and Carers<sup>2</sup> includes:

- the introduction of paternity leave: fathers/second parents would be able to take at least 10 working days of paternity leave at around the time of birth of the child, remunerated at least at the level of sick pay;
- the strengthening of parental leave: the 4 months period should be remunerated at least at sick pay level and non-transferable from one parent to another. Parents would also have the right to request to take leave in a flexible way (part-time or in a piecemeal way), and the age of the child up to which parents can take leave would be increased from 8 to 12 years old;
- the introduction of carers' leave for workers caring for seriously ill or dependent relatives<sup>3</sup>. Working carers would be able to take 5 days per year, remunerated at least at sick pay level;
- the extension of the right to request flexible working arrangements (reduced working hours, flexible working hours and flexibility concerning the place of work) to all working parents of children up to 12 and carers with dependent relatives.

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<sup>1</sup> European Commission (2017) Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. An initiative to support work-life for working parents and carers, COM(2017) 252 final, 26.04.2017.

<sup>2</sup> European Commission (2017) Proposal for a Directive of the European Parliament and the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, COM(2017) 253 final, 26.04.2017.

<sup>3</sup> 'Carer' means a worker providing personal care or support in case of a serious illness or dependency of a relative; 'Relative' means a worker's son, daughter, mother, father, spouse or partner in civil partnership, where such partnerships are envisaged by national law. 'Dependency' means a situation in which a person is, temporarily or permanently, in need of care due to disability or a serious medical condition other than serious illness.

As part of the follow-up to the European Commission initiative, the European Trade Union Confederation (ETUC) asked the European Social Observatory to provide a brief overview of measures related to work-life balance in the 28 European Union Member States.

Section 1 provides an overview of the compliance with the proposals in the proposed Directives. It indicates if the Member States comply, do not comply or partially comply with the proposals. Detailed cross-country comparisons follow in Section 2.

Country sheets are presented in Section 3. Each sheet describes, as requested, the different arrangements available for paternity leave (duration, remuneration), parental leave<sup>4</sup> (duration, remuneration, transferability, age of the child), care leave (duration, remuneration) and flexible working arrangements (right to adjust working time patterns on request, to work from home on request, and to reduce working time on request). The last column examines the conformity of these arrangements with the provisions included in the proposed directive.

The information provided is mainly based on three different sources:

- MISSOC (Mutual Information System on Social Security) Comparative Tables Database (last update 1st January 2017)
- the country reports on gender equality, produced by the European Network of Legal Experts on Gender Equality and Non-Discrimination (2017), and
- the International Review of Leave Policies and Research 2017

This issue is constantly evolving. The information provided in this document is the one available as of December 2017.

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<sup>4</sup> Specific provisions related to adoption, if any, are not reported in the sheets.

## 1. Overview : compliance with the proposals in the proposed Directive

Based on the review of the different leave arrangements available in the 28 Member States, the following conclusions can be drawn regarding their compliance with the proposals in the proposed Directive.

Regarding **paternity leave**, 14 Member States already offer paternity leave of 10 or more working days, paid at least at level of sickness benefit, as required by the proposed Directive. In seven Member States (EL, HU, IT, LV, MT, NL and RO), fathers are entitled to shorter leave, paid at a level above the sickness benefit level. In that respect, those Member States partially comply with the proposed Directive.

Six Member States do not offer any paternity leave. Those countries are AT, CY, CZ, DE, HR and SK.

Regarding **parental leave**, Sweden is the only EU Member State which already complies with the proposed Directive. It offers four months of parental leave paid at least at sick pay level, non-transferable from one parent to another, to be taken until the child turns 12 and allowing parents to take leave in a flexible way.

Compliance with the proposed Directive's requirements varies across the other Member States:

- 13 countries (BE, CY, CZ, DE, EL, ES, FR, IE, IT, LU, NL, SE, UK) offer parental leave including four non-transferable months from one parent to the other.
- In 13 Member States (AT, CZ, DK, EE, FI, HR, HU, LT, LU, PL, RO, SI, SE), parental leave is paid at least at sick pay level.
- Only 4 countries (BE, IT and UK) allow the parents to take the leave until (at least) the child turns 12.
- A possibility to use the leave in a flexible way exists in 24 Member States. Only BG, LT, RO and SK do not allow it.

Regarding **carers' leave**, 14 Member States comply with the proposed Directive: workers are entitled to at least 5 days per year, paid at least at sick pay level. This group is made of AT, BG, CZ, DE, EE, FI, HR, HU, LT, NL, PL, SI, SK, SE.

Two Member States (CY, LV) provide workers with a 5 days leave but the leave is either unpaid or paid at a level below that of sick pay. In 5 other countries, the leave is shorter (DK, ES, IE, LU and UK) but paid at least at sick pay level. Romania is the only country which does not offer this type of leave.

The **rights to request reduced working hours, flexible working hours and telework** available to all working parents of children up to 12 and carers with dependent relatives exist in two Member States (NL and UK) and not at all in three Member States (CY, EE, RO). In the other Member States, working parents and carers have a right to request one or two forms of those flexible working arrangements.

Workers are entitled to request permission to telework in NL, SI and UK while working parents of children up to 12 and carers with dependent relatives have a right to request flexible working

patterns in 8 countries (AT, BE, CZ, DK HR NL PT, UK). The right to request reduced hours exists in 11 countries (BE, CZ, DK, ES, FR, IE, LV, LT, NL, SK, UK).

## Compliance with the proposals in the proposed Directive

Proposals	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	SE	UK	Total of Y	
<b>Paternity leave</b>																														
10 working days	N	Y	Y	N	N	N	Y	Y	P <sup>1</sup>	Y	Y	Y	N	P <sup>1</sup>	Y	P <sup>1</sup>	P <sup>1</sup>	Y	P <sup>1</sup>	P <sup>1</sup>	P <sup>1</sup>	Y	Y	P <sup>1</sup>	N	Y	Y	Y	14	
Paid at sick pay level	N	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	22	
<b>Parental leave</b>																														
4 months non transferable	N	Y	N	Y	Y	Y	N	N	Y	Y	N	Y	N	N	Y	Y	N	N	Y	P <sup>3</sup>	Y	N	P <sup>1</sup>	N	N	N	Y	Y	13	
Child age 12	N	Y	N	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	Y	4
Paid at sick pay level	Y	P <sup>5</sup>	P <sup>5</sup>	N	Y	P <sup>5</sup>	Y	Y	N	N	Y	P <sup>5</sup>	Y	Y	N	N	P <sup>5</sup>	Y	Y	N	N	Y	P <sup>5</sup>	Y	P <sup>5</sup>	Y	Y	N	13	
Flexible use	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	24	
<b>Carer's leave</b>																														
5 days a year	Y	P <sup>3</sup>	Y	Y	Y	Y	P <sup>1</sup>	Y	Y	P <sup>1</sup>	Y	P <sup>3</sup>	Y	Y	P <sup>1</sup>	Y	Y	Y	P <sup>1</sup>	P <sup>4</sup>	Y	Y	Y	N	Y	Y	Y	P <sup>1</sup>	19	
Paid at sick pay level	Y	P <sup>3</sup>	Y	N	Y	Y	Y	Y	P <sup>6</sup>	Y	Y	N	Y	Y	Y	P <sup>6</sup>	N	Y	Y	N	Y	Y	P <sup>6</sup>	N	Y	Y	Y	N	18	
<b>Flexible working arrangements</b>																														
R. to request flexible use	Y	Y	P <sup>2</sup>	N	Y	N	Y	N	N	N	N	N	Y	N	N	N	N	N	N	P <sup>3</sup>	P <sup>3</sup>	Y	N	Y	N	N	N	N	Y	8
R. to request telework	N	N	P <sup>2</sup>	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	P <sup>3</sup>	Y	N	P <sup>2</sup>	N	N	Y	N	Y	3
R. to request reduced hours	P <sup>2</sup>	Y	P <sup>2</sup>	N	Y	P <sup>2</sup>	Y	N	P <sup>2</sup>	Y	P <sup>1</sup>	Y	P <sup>2</sup>	P <sup>2</sup>	Y	P <sup>2</sup>	Y	Y	P <sup>3</sup>	P <sup>3</sup>	Y	P <sup>2</sup>	P <sup>2</sup>	N	Y	P <sub>2</sub>	P <sup>2</sup>	Y	11	

Source: author's own elaboration.

Key: Y: yes; N: no; P: partially

P<sup>1</sup>: the duration is shorter than that proposed by the Directive / or not specified (case of UK)

P<sup>2</sup>: available for parents of children up to a certain age but under 12

P<sup>3</sup>: only for private or public sector

P<sup>4</sup>: workers have the right to carers' leave of less than five working days per year.

P<sup>5</sup>: the leave is paid but not at the level of the sickness benefit

P<sup>6</sup>: both unpaid and paid leaves are available

## 2. Cross-country comparisons

21 Member States have statutory and designated **paternity leave**. In Luxembourg, fathers can take another type of leave ('leave due to extraordinary circumstances') at the time of the birth of a child, but separate paternity leave does not exist. In Austria, there is no statutory entitlement in the private sector, but from 1 March 2017 fathers are entitled to paternity leave of 28 to 31 days, to be approved by the employer, and paid €22.60 euros per day (up to €700 for the leave period). There is no statutory paternity leave in CY, CZ, DE, HR or SK. Paternity leave is generally paid for the duration of the leave. It is fully paid (100% of previous earnings) in 13 countries, at a flat rate in 2 countries (IE and UK) and at a compensatory rate in six countries (BE, BG, FI, LV, SI and SE).

All EU Member States must provide at least four months **parental leave** per parent, under the terms of Directive 2010/18/EU. Parental leave is defined as "an individual right and in principle non-transferable", though the directive goes on to add that "Member States are allowed to make it transferable." No payment or flexibility requirements are specified in Directive 2010/18/EU.

Parental leave is a family entitlement in 9 countries, to be divided between parents as they choose (AT, BG, EE, FI, HU, LT, LV, PL and SK). It is an individual entitlement in 17 countries (BE, CY, CZ, DE, DK, EL, ES, FR, HR, IE, IT, LU, NL, PT, SE, SI and UK) and a mixed entitlement (part family, part individual) in Romania. In Malta it is a family entitlement for workers in the public sector and an individual entitlement for private sector workers. In most cases, individual entitlements are non-transferable, but in the case of DK, HE, SE and SE, a proportion of the unused entitlements can be transferred to a parent.

A majority of countries provide some element of payment. It is only in CY, EL, IE, MT, ES, NL and UK that no payments are made. Payment policy varies considerably across the EU. Parental leave is paid at 100% of previous earnings in DK, EE and HR, but up to a ceiling, at a flat rate in four Member States (BE, BG, FR, SK) and at an earnings-related rate in the rest of the EU. In 9 Member States (BE, BG, DE, FR, IT, LV, LT, PT, SK) parental leave is paid at a level below that of sick pay.

In 15 Member States, parental leave can be used flexibly (full-time or part-time and/or in one block or in a piecemeal way). Parental leave can be used only on a full-time basis in LT, RO, and SK. There is no explicit provision in Bulgaria.

27 Member States specify an entitlement to leave to **care for sick children**, though the age range of children covered varies. For all of these countries – except for Belgium, Cyprus, France, Italy, Malta and the United Kingdom– leave is paid. In 20 Member States (AT, BE, BG, CY, CZ, DE, EL, ES, HR, IE, IT, LT, MT, NL, PL, PT, SE, SI, SK and UK), the entitlement to care leave includes other family members. Conditions for taking leave, length and payment details vary considerably.

In several Member States (e.g. AT, BE, HR, CZ, IE, IT, NL, UK), parents may **request flexible working hours** from their employers, who must consider their request and may only refuse it if there is a clear business case for doing so. In Bulgaria, mothers of children under six have the right to ask to work from home. The right to request telework exists also in MT (public sector), NL, PT, SI and UK. Most of the Member States (except in CY, EE, PL) allow either parents or all employees to reduce working hours due to family responsibilities.

## Cross-country comparisons

	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	SE	UK	Total
<b>PATERNITY LEAVE</b>																													
<b>Duration</b>																													
10 days		X	X				X	X		X	X	X			X			X				X	X			X	X	X	14
Less than 10 days									X					X		X			X	X				X					7
None	X <sup>5</sup>			X	X	X							X						X <sup>6</sup>						X				7
<b>Remuneration</b>																													
100% of the previous income							X	X	X	X		X		X		X		X		X	X	X	X	X					13
Compensation rate		X	X								X						X									X	X		6
Flat rate															X													X	2
Unpaid																													
<b>PARENTAL LEAVE</b>																													
<b>Child's age</b>																													
Until the child turns 2 / 3	X		X		X			X		X	X	X		X				X				X		X	X				12
Until the child turns 6									X									X				X			X				4
Until the child turns 8 / 9				X		X	X						X		X		X		X	X									8
Until the child turns 12 or more		X														X										X	X		4
<b>Remuneration</b>																													
100% of previous earnings							X	X					X																3
Flat-rate		X	X									X														X			4
Compensation rate above 70%	X				X						X			X				X			X		X		X	X			9
Compensation rate less than 70%						X										X	X	X					X						5
Less than sickness replacement rate		X	X			X						X				X	X	X					X		X				9
unpaid				X				X	X					X					X	X								X	7
<b>Nature of the entitlement</b>																													
Individual		X		X	X	X	X		X	X		X	X		X	X		X		X		X		X		X	X	X	17
Family	X		X				X				X			X			X	X				X			X				9
Mixed																			X					X					2

<sup>5</sup> In Austria, there is no statutory paternity leave, but workers in the public sector are entitled to 20 working days of unpaid leave. From 1 March 2017, all male employees are offered the legal option to negotiate an unpaid leave period of up to 31 days in connection with the birth of a child.

<sup>6</sup> In Luxembourg, there is no statutory entitlement but employees are entitled to leave in extraordinary circumstances which gives them the right to take two working days off (fully paid) in the case of birth.



	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	SE	UK	Total	
<b>Transferability</b>																														
<i>Entirely transferable</i>	X		X				X	X			X			X			X	X				X			X					10
<i>Entirely non-transferable</i>		X		X	X	X			X <sup>7</sup>	X		X			X <sup>8</sup>	X			X	X <sup>9</sup>	X		X					X	14	
<i>Less than 4 months non-transferable</i>													X											X <sup>10</sup>		X <sup>11</sup>	X		4	
<b>Flexibility</b>																														
<i>Part-time and/or piecemeal way</i>		X				X	X		X		X		X	X	X				X	X	X	X	X	X			X	X		15
<i>Only part-time</i>												X					X													2
<i>Only piecemeal way</i>	X			X	X			X		X						X												X	7	
<i>No flexibility</i>			X															X						X	X				4	
<b>CARER'S LEAVE</b>																														
<b>Duration</b>																														
<i>5 days or more</i>	X	X	X	X	X	X		X	X				X	X		X	X	X	X	X	X	X	X	X		X	X	X		21
<i>Less than 5 days</i>							X			X	X	X			X													X	6	
<i>None</i>																								X					1	
<b>Remuneration</b>																														
<i>Paid</i>	X		X		X	X	X	X	X <sup>12</sup>	X	X		X	X	X			X	X		X	X	X		X	X	X		22	
<i>Unpaid</i>		X		X								X				X <sup>13</sup>				X								X	6	
<b>FLEXIBLE WORKING ARRANGEMENTS</b>																														
<b>Flexible schedule</b>	X	X	X		X		X						X						X <sup>14</sup>	X	X		X					X	11	
<b>Telework</b>			X																	X	X		X			X		x	6	
<b>Reduced working hours</b>		X	X		X	X	X		X	X	X	X	X	X	X	X	X	X	X	X <sup>15</sup>	X	X	X		X	X	X	X	24	

Source: author's own elaboration.

<sup>7</sup> Only in private sector.

<sup>8</sup> Unless both partners work for the same employer. If the employer agrees, 14 weeks of parental leave entitlement can be transferred to each other.

<sup>9</sup> In private sector.

<sup>10</sup> If both parents meet the conditions, at least one month is reserved for use by the parent who did not request the leave. Otherwise it will be lost from the parental leave of the first parent.

<sup>11</sup> Only for the mother. The father can transfer all his 130 days.

<sup>12</sup> Both paid and unpaid leaves are available depending on the situation.

<sup>13</sup> Both paid and unpaid leaves are available depending on the situation.

<sup>14</sup> In public sector.

<sup>15</sup> In public sector.

### **3.**

## **Country sheets**

1 - AUSTRIA		
Paternity leave		
		Compliance with the proposed directive
<b>Duration</b>	No statutory entitlement. Public sector workers are entitled to an unpaid month's leave. From 1 March 2017 fathers are entitled to a paternity leave of 28 to 31 days to be agreed by the employer and paid €22.60 euros per day (up to €700 for the leave period) <sup>16</sup>	no
<b>Remuneration</b>		no
Parental leave		
		Compliance with the proposed directive
<b>Duration</b>	Until the child reaches the age of 2 (from the end of the maternity leave)	yes
<b>Child's age</b>	Until the child turns 2	no
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Children born before 1<sup>st</sup> March 2017: either an income-based allowance (80 % of the last net income for 12 months (or 14 months if both parents take the leave) for those earning between €1,000 and €2,000 a month) or a monthly lump sum (4 options ranging from €436 a month for 30 months (36 months if shared) to €1,000 a month for 12 months (or 14 months if shared).</li> <li>■ Children born after 1st March 2017: either a flexible flat-rate childcare benefit account (an overall sum of about €15,449 (if both parents take leave or €12,366 over a specific time span) or an income-based allowance (see above)</li> </ul>	yes
<b>Transferability</b>	Leave is a family entitlement that can be shared by the parents.	no
<b>Flexibility</b>	Only on a full-time basis but leave can be shared twice (= 3 parts) between the parents with a minimum duration of at least two months. Parents are not allowed to take leave simultaneously, except when they first swap leave/work, parents are allowed to take one month of leave simultaneously. Both parents have the option to defer three months of parental leave until the child's 7th birthday (or later in the case of delayed school entrance).	yes
Carer's leave		
		Compliance with the proposed directive
<b>Duration</b>	2 weeks leave a year per employee to care for sick children under the age of 12 years, and one week for other dependents/family members needing care.	yes
<b>Remuneration</b>	100% of earnings	yes
Right to request flexible working arrangements		
		Compliance with the proposed directive
<b>Flexible schedule</b>	Legal right to adjust working time patterns on request: employees have to approach their employers with a detailed proposal concerning the amount of working time and the required working pattern during a regular working week. This proposal cannot be simply rejected by the employer, who has to provide a counter-proposal in writing.	yes
<b>Telework</b>	No legal right to work from home or remotely (temporarily or otherwise) on request	no
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>■ Right to change working time and/or working patterns for the parents of children up to the age of 4. If the parent's work contract has lasted for at least 3 years, including parental leave periods, and in enterprises with 21 or more employees, the right is extended to when the child is aged up to seven years.</li> <li>■ Caregivers for frail or sick dependents/family members are entitled to work part-time or agree on a part-time arrangement with their employer (long-term care leave).</li> </ul>	partially

Source: MISSOC (2017) ; Thomasberger, M. (2017) Country report - Gender equality - Austria 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>16</sup> <https://www.towerswatson.com/en/Insights/Newsletters/Global/global-news-briefs/2016/12/austria-new-paternity-leave-entitlement>

## 2 - BELGIUM

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	10 days	yes
<b>Remuneration</b>	100% of earnings for three days paid by the employer; 82% of earnings for the remaining days up to a ceiling of € 114,59 per day	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	4 months per parents per child	yes
<b>Child's age</b>	Until the child turns 12 (21 in the event of physical or mental disability of at least 66%)	yes
<b>Remuneration</b>	Monthly payments for full-time workers: total interruption of work: € 802.52* per month. Half-time interruption of work: € 680.62 per month for persons aged 50 and over; € 401,25 per month for persons aged less than 50. Interruption to 1/5 of working hours: € 272,25 (age 50 and over); € 136,12 (under 50). For individual workers: € 272,25 (age 50 and over); € 183.02 (under 50). For part-time workers, amounts are calculated proportionally. (* below the sick pay level)	partially
<b>Transferability</b>	Leave is an individual entitlement. Non-transferable	yes
<b>Flexibility</b>	Part-time option; in one block or several blocks; parents can take the leave for the same child at the same time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	■ Up to 10 days of leave (private sector)/ 4 days (public sector) a year 'for urgent reasons' to deal with unexpected or sudden circumstances e.g. illness, accident or hospitalisation of a member of the household.	partially
<b>Remuneration</b>	■ Unpaid in the private sector, fully paid in the public sector.	partially

### Flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	Working hours and patterns may be adjusted for six months. The application for an adaptation, stating the employee's need for reconciliation, must be submitted in writing at least three months before the end of the leave; the employer must give a written answer at least one week before the end of the leave, explaining how the enterprise's and the employee's respective needs were taken into account.	yes
<b>Telework</b>	No legal right to work from home or remotely on request but a draft law was approved by the government in February 2017, which includes the right to occasional telework in case of unforeseen events. The proposal has to be agreed upon on both company and sectoral level <sup>17</sup>	no
<b>Reduced working hours</b>	Parents are entitled to take a parental leave on a part time basis.	yes

Source: MISSOC (2017) ; Jacqmain, J. (2017) Country report - Gender equality – Belgium 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>17</sup> Eurofound (2017) Developments in working life in Europe: EurWORK annual review 2016, Dublin.

### 3 - BULGARIA

#### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	15 calendar days	yes
<b>Remuneration</b>	90% of the daily average contributory income for the 24 calendar months preceding the leave. The amount cannot be lower than the statutory minimum wage and cannot exceed the average net remuneration.	yes

#### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Until the child reaches 2 years	yes
<b>Child's age</b>	Until the child turns 2	no
<b>Remuneration</b>	Flat-rate benefit of BGN340 (€173.86*) (*below the sick pay level)	partially
<b>Transferability</b>	Parental leave is a family entitlement. The father can use the paid leave instead of the mother with her consent	no
<b>Flexibility</b>	No explicit provisions	no

#### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Entitlement to leave as a result of a temporary inability to work due to general sickness but also due to the sickness of a child or another close relative or spouse: 60 calendar days per year for taking care of a sick child up to 10 calendar days per year for taking care of an adult relative.</li> <li>□ Employed mothers subject to collective works agreements are entitled to leave to care for two or more children under 18: mothers with two children are entitled to 2 days of leave for every calendar year, and mothers with three or more children to 4 days per calendar year.</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Up to 70 % of average remuneration during the first three days and to up to 80% for the rest of the leave<sup>18</sup> ;</li> <li>□ 100 % of remuneration.</li> </ul>	yes

#### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	Persons returning from paternity leave, leave to care for a child up to his/her second birthday and parental leave are entitled to negotiate with their employer on the length and organisation of their working time with a view to facilitating their return to work. The law obliges the employer to consider a request for a temporary change in working time or patterns, and to agree to it, providing it is possible for the work organisation to accommodate this request.	partially
<b>Telework</b>	Employed mothers of children under 6 years of age have a right to work from home, on request, with the same or another employer.	partially
<b>Reduced working hours</b>	See flexible schedule	partially

Source: MISSOC (2017); Tisheva, G. (2017) Country report - Gender equality – Bulgaria 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>18</sup> Blum et al (2017) indicate 80 % of average gross monthly earnings for the entire leave.

4 - CROATIA		
Paternity leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	No statutory entitlement	no
<b>Remuneration</b>		no
Parental leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	4 months per parent and per child for the first and the second child, 15 months for twins and for the third and each subsequent child	yes
<b>Child's age</b>	Until child turns 8	no
<b>Remuneration</b>	100 % of the monthly earnings but cannot exceed a maximum of 80 % of the budget calculation base (HRK 2,660.80, € 352 per month). It cannot be lower than 50 % of the budget calculation base (€220 per month).	yes
<b>Transferability</b>	Leave is an individual entitlement but 2 months can be transferred to the other parent	no
<b>Flexibility</b>	The leave can be taken on a full-time basis or a part-time basis or partially (each period for at least 30 days and no more than 2 periods a year). Parents can take the leave simultaneously or consecutively.	yes
Carer's leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	<ul style="list-style-type: none"> <li>◆ A worker has the right to 7 days fully paid leave per year for important personal needs, including those related to marriage, childbirth, or the serious illness of a member of the immediate family</li> <li>□ Entitlement to leave if a co-resident spouse or child is ill: up to 60 working days per family for each illness for a child under 7 years; up to 40 working days for each illness for a child aged 7 to 18 years; older child and co-resident spouse, up to 20 working days for each illness.</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>◆ fully paid</li> <li>□ 100 % of average earnings (the average salary in the 6 months preceding the care leave) if a child is younger than 3, and 70 % of the calculation base in all other cases; up to €561</li> </ul>	yes
Right to request flexible working arrangements		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	Right to adjust working time patterns (temporarily or otherwise) on request for certain categories and not related to parental responsibilities.	yes
<b>Telework</b>	No legal right for workers to request to work from home or remotely	no
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>◆ After parental leave, one of the parents has the right to work shorter hours until a child turns 3 years of age if the child requires increased care due to its health and development, and only if the parental leave was fully used.</li> <li>◆ Parents of a child with a serious developmental problem, including a physical disability, have the right to work shorter hours until the child is eight years old.</li> </ul>	partially

Source : MISSOC (2017); Bodiřoga-Vukobrat, N. (2017) Country report - Gender equality - Croatia 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

5 - CYPRUS		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	No statutory entitlement	no
<b>Remuneration</b>		
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Each parent is entitled to 18 weeks (23 weeks for widow or widower)	yes
<b>Child's age</b>	Until the child turns 8	no
<b>Remuneration</b>	Unpaid	no
<b>Transferability</b>	Leave is an individual entitlement. Non-transferable between parents except when one of the two parents has taken at least 2 weeks of parental leave. In such cases, 2 weeks of the remaining parental leave can be transferred to the other parent.	yes
<b>Flexibility</b>	Parental leave is taken for a minimum duration of 1 week and a maximum duration of 5 weeks per year (7 weeks in the case of 3 or more children).	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Any employee is entitled to leave of up to 7 days each year by reason of a family emergency and related to an illness or an accident of any dependent of the employee which makes the immediate presence of the employee indispensable.	yes
<b>Remuneration</b>	Unpaid	no
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	No legal right.	no

Source: MISSOC (2017); Georgiades, L. (2017) Country report - Gender equality - Cyprus 2017, European Network of legal experts on gender equality and non-discrimination, European Commission.

## 6 - CZECH REPUBLIC

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	No statutory entitlement. In May 2016, the Czech government approved a proposal to introduce paternity leave of one week, paid at 70 % of the daily salary. The proposal was adopted. The amended law will enter into force as of 1 February 2018.	no
<b>Remuneration</b>		no

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Both parents can take leave until the child's third birthday.	yes
<b>Child's age</b>	Until the child turns 3	no
<b>Remuneration</b>	The period and amount of Parental benefit can be chosen from a number of options; the longest option is until the child is 48 months old and the shortest option is until the child is 24 months old. The maximum amount if taking the 24 month option is 70 % of previous monthly earnings, with a ceiling of €426 per month (CZK 11,500); while taking benefit until a child is three years has a ceiling of €281 (CZK 7,600). The maximum amount payable for the whole period is €8,142 (CZK 220,000). Parental benefit is paid until the child's fourth birthday. If both parents take parental leave at the same time only one will receive the parental allowance.	yes
<b>Transferability</b>	Individual entitlement. Non-transferable	yes
<b>Flexibility</b>	Only full-time leave but it can be taken intermittently over a period of time until the child turns three.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	Leave to care for a sick relative at home (in all cases of illness for a child under ten years; otherwise, only in case of a serious illness): up to 9 days in one block of time. There is no limit regarding the frequency of taking leave; parents are allowed to alternate with each other while taking leave to care for a sick child.	yes
<b>Remuneration</b>	60 % of earnings up to a ceiling of € 32 per day.	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	Parents taking care of a child who is under the age of 15 years of age or an employee who can prove that he or she, mostly on his or her own, systematically cares for an entirely or almost entirely bedridden person are entitled to an adjustment of working patterns and a reduction of working hours.	yes
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	See flexible schedule.	yes

Source: MISSOC (2017); Koldinská, K. (2017) Country report - Gender equality – Czech Republic 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.



## 7 - DENMARK

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	2 continuous weeks	yes
<b>Remuneration</b>	Calculation on the basis of the hourly wage of the employee, up to a maximum of € 571 (DKK 4,245 ) per week or € 1,543 per hour (37 hours per week)( DKK 11,473), and on the number of hours of work; based on the earnings from the occupational activity of the self-employed person, with the same maximum.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	32 weeks per parent per child	yes
<b>Child's age</b>	Until the child turns 9	no
<b>Remuneration</b>	100% of former earnings up to a ceiling of € 571 (DKK 4,245) per week before taxes for full-time employees and self-employed. Each family can only claim in total 32 weeks of leave cash benefit.	yes
<b>Transferability</b>	Individual entitlement but entirely transferable to the other parent	no
<b>Flexibility</b>	Part-time option; in one or several blocks: 8 to 13 weeks can be taken later until the child is 9 years old. Both parents can be on leave at the same time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	Most working contracts and labour market agreements include the right to take one day off per sick spell to care for a sick child. Public employees are entitled to two days.	partially
<b>Remuneration</b>	Leave is paid	Yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	The employee has the right to ask the employer for changes to her work patterns within a specified period, when the employee returns from maternity leave. It is not a legal right to obtain modified work schedules.	yes
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	All employees have a right to ask the employer for reduced working hours due to the law on part-time work but they do not have a legal right to obtain modified work schedules.	Yes

Source: MISSOC ( 2017-); Jørgensenn S. (2017) Country report - Gender equality - Denmark 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 8 - ESTONIA

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	10 working days of paternity leave to be taken within a period of 2 months before the estimated date of confinement or 2 months after the birth of a child	yes
<b>Remuneration</b>	100 % of average wage up to a ceiling of 3 times the average gross monthly salary on the basis of data published by Statistics Estonia concerning the next to last quarter before the quarter in which the holiday is used.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Until the child reaches the age of 3 years (max.435 calendar days).	yes
<b>Child's age</b>	Until the child turns 3	no
<b>Remuneration</b>	100 % of the reference wage for the period of 435 days: min. € 430 per month, max. € 2,907.15 per month. For parents who are not on leave and not working, parental benefit is paid from the birth of the child at a flat rate of € 430 per month until the child reaches 18 months of age.	yes
<b>Transferability</b>	Leave is a family entitlement. The entire period is transferable.	no
<b>Flexibility</b>	Only full-time but in one or several blocks until the child is 3 years old. Parents cannot be on leave together.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Parents may take a supplementary period of holiday: three days per year for a parent raising one or two children under 14 years and six days per year for a parent raising a child under three years, or three or more children under 14 years.</li> <li>◆ A parent with a child under 14 years of age can take ten unpaid working days per year.</li> <li>□ 14 calendar days per episode of illness per family for a sick child under 12 year.</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Flat-rate payment calculated from the minimum wage of €22 per day.</li> <li>◆ Unpaid.</li> <li>□ With 80 % of earnings replacement for up to 14 calendar days per illness episode.</li> </ul>	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	No legal right.	no

Source : MISSOC (2017); Laas, A. (2016) Country report - Gender equality – Estonia 2016, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

9 - FINLAND		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	54 working days (excluding Sundays)	yes
<b>Paternity benefit</b>	70 % of annual earnings between €1,426 and €37,113, with a lower percentage for earnings above this level (40 % until €57,101 and 25 % above this). Those whose annual earnings are less than €1,425 before the birth receive the minimum flat-rate allowance.	yes
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	158 weekdays to be taken after the end of maternity leave.	yes
<b>Child's age</b>	Until the child turns to 3	no
<b>Remuneration</b>	Paid at 70 % of annual earnings between €1,425 and €37,113 with a lower percentage for earnings above this level. Those whose annual earnings are less than €1,425 before the birth receive the minimum flat-rate allowance	yes
<b>Transferability</b>	Family entitlement. Parents can share the leave as they wish.	no
<b>Flexibility</b>	Each parent can take leave in two parts, of at least 12 days duration. Leave can be taken part time, at 40-60 % of full -time hours and for at least two months at a time, but only if both parents take part-time leave and take care of the child themselves. Parents cannot be on leave at the same time.	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Parents of children under 10 years old can take up to 4 days leave when a child falls ill. There are no limits on how often parents can take leave for this purpose during the course of a year.</li> <li>◆ If an employee needs to be absent from work to care for a family member or other close person, the employer has to try to organise work so that the employee can be absent from work for a fixed time period. The worker will be entitled to a social care allowance if: s/he has to engage in the hospital care of a child under 7, a severely ill child aged between seven and 15 years-old, or in the rehabilitation of a child under 16; s/he cares at home for a severely ill child under 16, when home care is linked to hospital care</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Payment dependent on collective agreements, but is often at full earnings for three or four days at a time.</li> <li>◆ Special care allowance: 70 % of annual earnings between €1,426 and € 30,350 with a lower percentage (20%) for earnings above this level. Employees whose annual earnings are less than €1,425 receive a minimum flat - rate allowance of €23.73 per working day (€593 per month). The allowance is paid for at most 60 working days for hospital care or recovery from the same illness and for 60 working days for home care.</li> </ul>	yes
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>◆ Parents can work reduced working hours from the end of parental leave until the end of the child's second year at school.</li> <li>◆ An employee is entitled to partial childcare leave if s/he has been working for the same employer for at least six months during the past 12 months. The employee should negotiate the reduction in hours with the employer, and the employer can refuse only if the reduced working hours would lead to serious disadvantages for the organisation – in that case, working hours must be a maximum of 30 hours a week.</li> </ul>	partially

Source : MISSOC (2017); Nousiainen , K. (2017) Country report - Gender equality - Finland 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

10 - FRANCE		
Paternity leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	11 days (18 days in case of multiple births).	yes
<b>Remuneration</b>	100% of previous earnings up to €84.90 per day.	yes
Parental leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Initial period of one year, renewable twice until the child is three years old.	yes
<b>Child's age</b>	Until child turns 3.	no
<b>Remuneration</b>	For children born after 1 January 2015: the benefit (Prestation partagée d'éducation de l'enfant, PreParE) amount is income-related and dependent on whether the recipient works and, if so, for how long: €392.09* per month if not working; €253.47 per month if working less than half of full-time hours; and €146.21 per month if working 50 to 80 per cent of full time hours. For parents with two or more children (under 20 years of age), the payment can be made for a maximum period of 24 months to any one parent, which means that the remaining 12 months can only be received by the other parent, who must stop employment or reduce working hours. For parents with only one child, the payment is extended for a maximum period of 12 months, but only for six months to any one parent, which means that the remaining six months can only be received by the other parent, who must stop employment or reduce working hours. (*below the sickness replacement rate: 50% of basic daily earnings over the last 3 months, capped at 1.8 times the minimum wage)	yes
<b>Transferability</b>	Individual entitlement. Non-transferable.	yes
<b>Flexibility</b>	Full-time or part-time (minimum 16 working hours per week).	yes
Carer's leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Every employee is entitled to three days off per year (or five days in specific cases) to care for a sick child under the age of 16 years. In the public sector where employees can take 14 days a year to care for a sick child.	partially
<b>Remuneration</b>	Unpaid.	no
Right to request flexible working arrangements		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	Every worker has a right to work part time, without any specific condition being attached. The employer is required to reply within three months and can refuse such a request on two grounds: either because no comparable job exists in the company, or because he or she can demonstrate that the transfer requested will have harmful consequences for production and the company's satisfactory operation.	yes

Source : MISSOC (2017); Laulom, S. (2017) Country report - Gender equality – France 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 11 - GERMANY

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	No statutory entitlement	no
<b>Remuneration</b>		no

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Up to 3 years after childbirth for each parent (156 weeks)	yes
<b>Child's age</b>	Until the child turns to 8	no
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>▪ Leave to care for child/ren: parental allowance is paid at a level of 65 % of net income of € 1.240 or more*; 67 % of net income between €1.000 and €1.200 *, 100% if income less than €1000. Max. €1.800 per month, min. €300 per month (*below the sickness replacement rate: 70% of the normal salary) paid during the first 12 months ( plus 2 months if both parents take at least two months of leave)</li> <li>▪ Reduced working hours to care for child/ren: Parental AllowancePlus paid at a level of 65% of last years' net earnings for lost earnings due to part-time, at most 50% of the parental allowance), i.e. between a range of €150 and €900.</li> </ul>	partially
<b>Transferability</b>	Individual entitlement. Non-transferable	yes
<b>Flexibility</b>	On a full-time or part-time basis. Every parent is free to divide his or her parental leave into three different periods. Possibility of taking up to 24 months of the parental leave between the third and eight birthdays.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ In case of sickness of a child under 12, working parents with statutory health insurance may each take up to 10 days of leave per child (20 days for a single parent)</li> <li>◆ A relative of a care-dependent person is entitled to 10 days of short-term leave if that person has an unexpected illness, as well as six months of long term care leave.</li> <li>□ Caring time entitles employees of care-dependent relatives to apply for up to 10 days of paid leave (over a care-dependent's life-time)</li> <li>○ Employees of care-dependent relatives are entitled to take up to six month of full or partial unpaid caring time.</li> </ul>	yes
<b>Remuneration</b>	■ 80 % of earnings with no ceiling ; ◆ unpaid; □ 90 % of their income; ○ Unpaid	yes

### Right to request Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>■ During parental leave, parents may request a reduction of their working time which can only be denied for urgent operational reasons. During the three years after parental leave, a parent has the right to reduced working hours of 15-30 per week (calculated as a monthly average). This applies to employers with more than 15 employees.</li> <li>■ Family caring time permits employees, for a period of up to two years, to reduce their working time to a minimum of 15 hours, if they need to care for a dependent relative.</li> </ul>	partially

Source : MISSOC (2017); Lembke, U. (2016) Country report - Gender equality – Germany 2016, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017

12 - GREECE		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	2 working days	partially
<b>Remuneration</b>	Fully paid by the employer	yes
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Four months per child for each parent in the private sector; up to five years in the public sector <sup>19</sup> .	yes
<b>Child's age</b>	Until the child turns 6	no
<b>Remuneration</b>	Unpaid, except public sector for third and subsequent child: 3 months paid	no
<b>Transferability</b>	Individual entitlement. Non-transferable	yes
<b>Flexibility</b>	Leave may be taken in one or several blocks of time; part time or full time. If both parents work for the same employer, they cannot take leave at the same time.	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	<p><b>Private sector</b></p> <ul style="list-style-type: none"> <li>◆ Leave for children's sickness: up to six/8/14 working days per year per parent of leave if the parent has one child, two or more than three children. The leave is also granted for other dependent members of the family.</li> <li>□ Leave for parents of children with disability: one hour per day at request (only applied in enterprises with more than 50 employees).</li> <li>■ Leave for parents whose children (up to 18 years of age) need regular transfusion or dialysis or suffer from cancer or need a transplant: up to 10 working days per year</li> </ul> <p><b>Public sector</b></p> <ul style="list-style-type: none"> <li>◆ Leave for children's illness: up to 4/5 working days of paid leave per year if the employee has one/ three or more children; up to 6 days of leave per year if the employee is a single parent</li> <li>○ Leave for children's sickness: one month of non-paid leave in case of hospitalization of their child (up to 18 years of age) due to illness or an accident that requires his/her presence</li> <li>□ Up to 22 working days per year of paid leave for employees, whose children or spouses need regular transfusion or periodic therapy or whose children suffer from severe mental handicap or Down's syndrome</li> </ul>	yes
<b>Remuneration</b>	◆ Unpaid ; □ paid; ■ paid; ◆ paid; ○ unpaid; □ paid	partially
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working</b>	■ Private sector: a paid daily working time reduction of one hour for two and a half years after maternity leave may be agreed with the	partially

<sup>19</sup> Public sector workers are also eligible for the Parental leave entitlement that applies to private sector employees (see above), since this leave is based on legislation that applies to both private and public sectors (Law 4075/12 that incorporates the EU Directive 2010/18 on Parental Leave). Unlike the unpaid Parental leave that covers exclusively public sector employees, this leave safeguards the employees' rights (i.e. it is considered as working time that secures social security rights and does not affect any other employee rights such as leave rights, professional advancement, pensions etc.) (Blum et al 2017)

<b>hours</b>	<p>employer. The employer may refuse to grant the reduction due to business need.</p> <ul style="list-style-type: none"> <li>■ Public sector: civil servants may choose between full leave and a paid daily working time reduction (of two hours until the child reaches the age of two and of one hour until it reaches the age of four).</li> </ul>	
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Source: MISSOC (2017); Koukoulis-Spiliotopoulos, S. (2017) Country report - Gender equality - Greece 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 13 - HUNGARY

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	5 working days, and 7 working days for twins.	partially
<b>Remuneration</b>	100% of father's average daily wage.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	2 types of leave: ■ GYES for non-insured parents: a) until the child's third birthday for parents who are not insured, or b) from the end of GYED (child's second birthday) until the child's third birthday, for insured parents. ■ GYED for insured parents: from the end of the Maternity leave period until the child's second birthday, for insured parents.	yes
<b>Child's age</b>	until the child turns 3 (156 weeks)	no
<b>Remuneration</b>	■ GYES (Child Care Allowance): flat-rate benefit equal to the amount of the minimum old-age pension, HUF28,500 in 2016 (€92 per month). In case of multiple birth the amount is multiplied according to the number of children ■ GYED (Child Care Fee): benefit of 70 % of average daily earnings calculated for the last 180 days prior to the birth, up to a ceiling of 70 % of twice the minimum daily wage HUF 127,500 (€412 per month) in 2017; the amount of the benefit being max.HUF 178,500 ( €577) (gross amount).	yes
<b>Transferability</b>	Family entitlement. The periods of leave can be shared or transferred between parents.	no
<b>Flexibility</b>	The benefit can be taken on a part-time basis and/or intermittently	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	Childcare sickness leave: the length depends on the age of the child: under one year, unlimited; 12-35 months, up to 84 days per child per year; 36-71 months, 42 days; six to 12 years, 14 days. Lone parents are entitled to a double period of leave.	yes
<b>Remuneration</b>	50 or 60 % of actual earnings up to a ceiling	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	Right to reduce working time for parents with three or more children up to the age of 5 years. After this, parents can continue working part-time based on an agreement with the employer	partially

Source: MISSOC (2017); Nacsa, B. (2017) Country report - Gender equality - Hungary 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.



## 14 - IRELAND

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	2 weeks paid paternity benefit within six months of the birth or adoption of the child.	yes
<b>Paternity benefit</b>	Flat-rate of €235 gross per week <sup>20</sup> (provided the employee/self-employed parent has made the relevant social insurance contributions) or the amount of illness Benefit including increases for adult and child dependants which the person would be entitled to if absent from work through illness, whichever amount is greater.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	18 weeks per child per parent.	yes
<b>Child's age</b>	Until child turns to 8 (16 years in the case of children with disabilities and serious illness).	no
<b>Remuneration</b>	Unpaid.	no
<b>Transferability</b>	Individual entitlement. Non-transferable entitlement unless both partners work for the same employer. If the employer agrees, 14 weeks of parental leave entitlement can be transferred to each other.	yes
<b>Flexibility</b>	Leave to be taken in one continuous period or in 2 separate blocks of a minimum of 6 weeks or more favourable terms subject to employer's agreement ' for instance by reduced hours). Parents can be on leave together, partly or the whole period.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	3 days of paid leave per worker in any 12 consecutive months, up to a limit of 5 days in any 36 consecutive months (treated as force majeure).	partially
<b>Remuneration</b>	Paid.	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	On return from parental leave, an employee may request a change in its working hours or pattern. Employer must consider such a request but is not required to grant it.	Yes

Source : MISSOC (2017); Meenan, F. (2017) Country report - Gender equality - Ireland 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>20</sup> [http://www.citizensinformation.ie/en/social\\_welfare/social\\_welfare\\_payments/social\\_welfare\\_payments\\_to\\_families\\_and\\_children/paternity\\_benefit.html#l62fd2](http://www.citizensinformation.ie/en/social_welfare/social_welfare_payments/social_welfare_payments_to_families_and_children/paternity_benefit.html#l62fd2)

15 - ITALY		
Paternity leave		
		Compliance with the proposed directive
<b>Duration</b>	Two compulsory days (4 days in 2018)	partially
<b>Remuneration</b>	100% of earnings for the compulsory two-day leave. In the public sector, paid at 100% of previous earnings during the first 30 days of leave. No ceiling.	yes
Parental leave		
		Compliance with the proposed directive
<b>Duration</b>	6 months per parent. The maximum total length per family is 10 months for both parents, up to 11 months if the father takes at least three months of leave.	yes
<b>Child's age</b>	Up to the child's 12 <sup>th</sup> birthday.	yes
<b>Remuneration</b>	30 % of earnings* when leave is taken for a child under six years; out of the 10 (or 11) months only 6 are paid. Unpaid if taken when a child is six to 12 years. (*below the sickness replacement rate: 50% of previous earnings).	no
<b>Transferability</b>	Individual entitlement. Non-transferable.	yes
<b>Flexibility</b>	One block or several blocks amounting to a maximum of six months.	yes
Carer's leave		
		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Without limits for a child under 3 years; 5 days a year per parent for a child aged 3 to 8 years in case of sickness.</li> <li>◆ Three days off from work per year, in case of the death or serious illness of a close relative.</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Unpaid ; ◆ paid by the employer.</li> </ul>	partially
Right to request flexible working arrangements		
		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	Employees who have parental responsibility for a child under 6 years or a disabled child under 18 years have a legal right to apply to their employers to work flexibly (e.g. to reduce their working hours). Employers have a legal duty to consider these requests and may refuse them only 'where there is a clear business ground for doing so and a written explanation explaining why' <sup>21</sup> .	partially

Source: MISSOC (2017); Renga, S. (2017) Country report - Gender equality - Italy 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>21</sup> According to Renga (2017), workers have no general legal right to reduce working time on request, save as regards the use of the parental leave on an hourly basis, or as non-continuous periods/days, or as a conversion to part time with a maximum reduction of 50 %. In cases of a certified serious illness of a spouse, cohabitant or immediate, up-to-second degree relatives, the worker can either take up to three days a month in time off or agree with the employer to modify his or her working conditions (i.e. part time, telework, a change of workplace).

<b>16 - LATVIA</b>		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	10 calendar days.	partially
<b>Remuneration</b>	80% of the average gross wage upon which contributions have been paid during 12 months. This 12-month period ends two months before the month in which the leave started.	yes
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	1.5 years (78 weeks) per family.	yes
<b>Child's age</b>	Until the child turns 8.	no
<b>Remuneration</b>	60 % of the gross salary* for parents who stop working until the child is 12 months old, or 43.75% of the gross salary for parents who stop working until the child is 18 months old. The benefit is granted to one of the parents. Plus for one of the parents: a flat-rate state social allowance paid to persons who are raising children under 1.5 years of €171 per month per child (€42.69 for children between 1.5 to 2 years of age). This allowance is also provided to parents who are not employed. (*below the sickness replacement rate: 80% of the average gross wages upon which contributions have been paid during 12 months)	partially
<b>Transferability</b>	The periods of leave may be shared between parents. No period is reserved for use by one or other of the parents	no
<b>Flexibility</b>	It can be taken on a part-time basis.	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	An employee who is in charge of caring for a child under the age of 18 has a right to temporary absence on account of the child's sickness or accident, also to see a doctor if such a visit is impossible outside working hours. The entitlement to time off work is not limited to a certain amount of time per year and/or per case.	Yes
<b>Remuneration</b>	No specifications.	No
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	An employer has the obligation to provide part-time employment if a request is made by a pregnant worker, a worker during her maternity period (one year after childbirth and/or the entire period of breastfeeding), a worker who has a child under the age of 14, or a worker who has a disabled child under the age of 18.	yes

Source: MISSOC (2017); Dupate, K. (2017) Country report - Gender equality - Latvia 2017, European Network of legal experts on gender equality and non-discrimination, European Commission.

## 17 - LITHUANIA

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	28 days .	yes
<b>Remuneration</b>	100 % of previous net earnings, up to a ceiling of 3.2 times the average insured monthly income, currently €1,380.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Until the child is 3 years of age (156 weeks).	yes
<b>Child's age</b>	Until the child turns 3.	no
<b>Remuneration</b>	Two options: 100 % of net earnings until the child is 12 months old or 70 %* of net earnings until the child is 12 months and 40 % of net earnings until the child is 24 months old (up to a ceiling of 3.2 times the average insured monthly income). The last period until the child is three years of age is unpaid. The benefit cannot be lower than 20% of the national average monthly wage for the two quarters preceding the day on which the right to receive childcare benefits arose. Payment for either option is up to a ceiling of 3.2 times the average insured monthly income (about €1,379). (*below the sickness replacement rate: 80% of the average monthly Compensatory Wage)	yes
<b>Transferability</b>	No rules on transferability.	no
<b>Flexibility</b>	No flexibility: only full-time leave.	no

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	◆ Up to seven days of leave in the case of the illness of a member of the employee's family (his or her spouse, child, mother or father ■ up to 120 days of leave If the employee takes care of a child up to 7 years of age who is hospitalised, or a member of the family takes care of a child who is under 18 years of age with a severe illness.	yes
<b>Remuneration</b>	◆ paid ■ state sickness social insurance allowance paid for a maximum of 120 days in any calendar year.	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	A reduction to part-time work is possible without the consent of the employer at the request of an employee raising a child under three years of age or an employee who is alone and is raising a child under 14 years of age or a disabled child under 18 years of age.	yes

Source: MISSOC Comparative Tables Database (last update 1 January 2017); Davulis, T. (2017) Country report - Gender equality - Lithuania 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 18 - LUXEMBOURG

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	No statutory entitlement but employees are entitled to leave in extraordinary circumstances which gives them the right to take two working days off in the case of birth or adoption of a child.	partially
<b>Remuneration</b>	100 % of previous earnings.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	4 to 6 months per parents per child.	yes
<b>Child's age</b>	Until the child turns 6.	no
<b>Remuneration</b>	Calculated based on the income received by the parent and the average number of hours worked in the 12 months preceding the start of parental leave, up to €3,330.98 per month but no less than €1,998.59 per month (minimum social wage in 2017).	yes
<b>Transferability</b>	Individual entitlement. Non-transferable.	yes
<b>Flexibility</b>	Part-time option; in one of several blocks. Parents can take leave at the same time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	In the case of sickness of a child, parents with children younger than 15 years may take <b>two working days</b> of leave per year per child. Leave may be extended under certain circumstances: for example, in the case of a disabled child, to four working days; and for a very serious and exceptional illness defined by law (such as cancer in its terminal state), up to 52 weeks in a reference period of 104 weeks.	partially
<b>Remuneration</b>	100% of earnings.	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	Only in the public sector.	partially
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	Only in the public sector: full time civil servants are entitled, at their request, to unpaid leave. This leave can be for two years or half-time leave and is intended for raising a child until that child attends primary school. Half-time leave can also be requested after the period of two years of unpaid leave. These forms of leave are a right and cannot be refused. Civil servants may also be entitled to unpaid leave or half-time leave to raise a child up to 15 years of age or for personal reasons. This third form of unpaid leave may be refused.	partially

Source: MISSOC (2017); Raskin, A. (2017) Country report - Gender equality – Luxembourg 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

19 - MALTA		
Paternity leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	5 working days in the public sector; one working day in the private sector.	partially
<b>Remuneration</b>	100 % of previous earnings.	yes
Parental leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	12 months per family in the public sector; four months per parent in the private sector.	yes
<b>Child's age</b>	Up to child's eighth birthday.	no
<b>Remuneration</b>	Unpaid.	no
<b>Transferability</b>	Mixed entitlement. Non-transferable in private sector.	partially
<b>Flexibility</b>	<ul style="list-style-type: none"> <li>■ Public sector: parental leave may be taken in one continuous period of 12 months or in continuous periods of four, six, or nine months. Four months may be broken down into periods of one month at a time and taken until the child is eight years old, and may be granted on a full-time or a part-time basis. Parents cannot be on leave together.</li> <li>■ Private sector: leave may be taken in blocks of one month, up to the child's eighth birthday on a full-time or a part-time basis. Parents cannot be on leave together.</li> </ul>	yes
Carer's leave		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ In the public sector, workers may apply for up to one year of unpaid leave to care for elderly parents, disabled children or spouses.</li> <li>□ All employees are entitled to time off from work on grounds of force majeure for urgent family reasons in case of sickness or an accident making the immediate presence of the employee indispensable.</li> </ul>	partially
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ □ Unpaid.</li> </ul>	no
Right to request flexible working arrangements		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	Employees in the public sector with one year of service may apply to work flexi-time for 12 months. No right to work reduced hours in the private sector unless provided by a collective agreement.	partially
<b>Telework</b>	Employees in the public sector may apply to work with a teleworking arrangement for 12 months (renewable every year).	partially
<b>Reduced working hours</b>	Employees in the public sector may apply to work reduced hours until their children are 16 years old, (with pro-rata payment).	partially

Source: MISSOC (2017) ; Bartolo, R. (2017) Country report - Gender equality - Malta 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 20 - THE NETHERLANDS

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	2 days of paid leave (to be extended to 5 days as of 1 January 2019 paid at 100%) and three days of unpaid leave (as part of the parental leave). From July 2020: 5 weeks paid at 70% percent.	partially
<b>Remuneration</b>	two days at 100 % of earnings, with no ceiling on payments; 3 other days unpaid.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	26 weeks in both the public and the private sector. The leave may amount to 26 times the working hours per week, thus pro rata for part-time employees.	yes
<b>Child's age</b>	Until the child turns 8.	no
<b>Remuneration</b>	Unpaid.	no
<b>Transferability</b>	Individual entitlement. Non-transferable.	yes
<b>Flexibility</b>	Leave can be taken either part-time or full-time or intermittently over a period of time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Short-term leave up to an annual maximum of two times the number of working hours per week can be taken to care for a sick child living at home, a sick partner or parent, other household members or friends.</li> <li>□ A reasonable amount of time off work can be taken by an employee with very exceptional personal circumstances. This emergency leave can last from a few hours to a few days, but terminates after one day if short term leave is subsequently taken.</li> </ul>	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ 70 % of the employee's earnings; □ 100 % of the employee's earnings.</li> </ul>	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	<ul style="list-style-type: none"> <li>□ Employers are required to take into account employees' wishes and their personal circumstances in determining working-time schedules and employees may request an adaptation of working-time schedules for the year following any parental leave. The employer is not legally obliged to grant such a request.</li> <li>□ Right for employees to request a permanent or temporary change in working hours (either increase or decrease), a change in the scheduling of working hours, and a change in place of work, making it possible to work one or more days from home. Such a request may be made once a year (as opposed to once every two years, which was the previous arrangement). The employer needs to justify any refusal in writing within a month of the employee's written request for an adjustment of working time. In the absence of a response, the employee may commence working according to the submitted proposal<sup>22</sup>.</li> </ul>	yes
<b>Telework</b>	The employee has the right to ask for a different place of work. The employer is not legally obliged to grant a request to change the place of work and it is sufficient if they give serious consideration to such a request.	yes
<b>Reduced working hours</b>	All employees are entitled to a right to reduce working time on request, provided they have been employed for at least 26 weeks before they request a reduction of the working hours. The employer may only refuse a request to reduce working time in case of compelling business or organisational reasons. The request to reduce working time may be made for any purpose. The employee is not required to justify the request. There is no time limit for requesting the right.	yes

Source: MISSOC (2017); Vegter, M. (2017) Country report - Gender equality – The Netherlands 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>22</sup> Eurofound (2017) Developments in working life in Europe: EurWORK annual review 2016, Dublin.

21 - POLAND		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	two weeks.	yes
<b>Remuneration</b>	100 % of average earnings for 12 months before birth, with no ceiling on payments.	yes
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	32 weeks per family (34 if multiple birth).	yes
<b>Child's age</b>	Until the child turns two.	no
<b>Remuneration</b>	If during maternity leave the mother opts to be paid at 100 per cent of earnings, the six weeks of parental leave are also paid at 100 %, and the 26 weeks of the parental leave benefit are paid at 60 per cent of the average earnings for 12 months before the birth, with no ceiling on payments; but if she opts for 80 per cent of earnings, the parental leave benefit is paid at the same level.	yes
<b>Transferability</b>	A part of or the entire parental leave and childcare leave may be transferred to the other parent, provided that they have the status of employee or insured person e.g. as a self-employed person <sup>23</sup> .	no
<b>Flexibility</b>	Leave can be taken either by one of the parents or by two parents at the same time (together up to 16 weeks) or by both parents alternately in two, three or four parts. Half-time/full time.	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	<input type="checkbox"/> An employee can take leave of up to 14 days per year to provide personal care for a family member. <input checked="" type="checkbox"/> An employee can take leave to care for a sick child up to 14 years old or a child up to eight years of age (14 years if the child is disabled or chronically ill) in the case of an unforeseen closure of a nursery school, kindergarten, or school; or the illness or childbirth of the spouse caring permanently for the child.	yes
<b>Remuneration</b>	<input type="checkbox"/> Paid at 80 % of earnings; <input checked="" type="checkbox"/> paid at 80 % of earnings for up to 60 days.	yes
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right with regard to performing family duties.	no
<b>Telework</b>	No legal right with regard to performing family duties.	no
<b>Reduced working hours</b>	Employees entitled to parental leave may request shortening their working time to no less than half time as an alternative to parental leave and the employer is obliged to consider the request.	partially

Source: MISSOC (2017); Zielinska, E.(2017) Country report – Gender equality – Poland 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>23</sup> According to Zielinska, E.(2017) , the rule that the 'donor parent' must retain the right to at least one month of leave for his/her own use applies with regard to childcare leave.



## 22 - PORTUGAL

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	25 working days, 15 of which are compulsory.	yes
<b>Remuneration</b>	100 % of previous with no ceiling.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	3 months per parent per child.	no
<b>Child's age</b>	Up to the child's sixth birthday.	no
<b>Remuneration</b>	25 % of average earnings* provided that the leave is taken immediately after the maternity/paternity leave. (*below the sickness replacement rate : 60% of daily wage )	partially
<b>Transferability</b>	Individual entitlement. Non-transferable.	partially
<b>Flexibility</b>	Leave can be taken on a full-time, half-time or on an alternating basis. It can be taken in a piecemeal way. One parent at a time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>◆ Up to 30 days per year to care for sick children under the age of 12 years, with no age limit in the case of a child who is chronically ill or disabled; an additional 15 days per year to care for a sick child above the age of 12<sup>24</sup>. This is a family entitlement to be divided between parents as they choose.</li> <li>□ Up to 15 days leave per year to care for a spouse or a close relative, plus 15 days leave per year to care for a severely handicapped or chronically ill spouse.</li> </ul>	yes
<b>Remuneration</b>	◆ Paid at 65 % of earnings; □ unpaid in the private sector but employees in the public sector are entitled to five-sixths of their earnings;	partially

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	<ul style="list-style-type: none"> <li>■ The worker with family responsibilities has the right to change to a part-time job, for 2 years (3 years for a third child and 4 years for a disabled child or child with a long-term illness) provided the child is under 12 or independently of that age limit for a disabled child or child with a long-term illness . The requests for part-time or flexible working-time arrangements for care purposes can be refused by the employer on the ground of compelling operational reasons or of the impossibility of replacing the employee<sup>25</sup>.</li> </ul>	yes
<b>Telework</b>	Parents with children below three years of age are entitled to teleworking. Provided the technical conditions are met, the employer cannot refuse the worker's request to become a teleworker.	partially
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>■ When returning from parental leave, if there is a handicapped or chronically ill child below one year of age, one of the parents may apply for a five-hour reduction in the working week, as long as the other parent is employed.</li> </ul>	partially

Source: MISSOC (2017); do Rosário Palma Ramalho , M. (2017) Country report - Gender equality - Portugal 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>24</sup> Both entitlements are increased by one day for every second and subsequent child. If a child under the age of 12 is in hospital care, this entitlement lasts for as long as the child is in hospital.

<sup>25</sup> According to Eurofound (2017) Portugal has introduced the possibility (not the right) of flexible working time or part-time work for employees with children up to 12 years of age.

## 23 - ROMANIA

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	5 working days, up to 8 working days if the father serves in the military, or 10 working days if the father has completed an infant care course.	partially
<b>Remuneration</b>	Paid at 100 % of previous earnings.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Up to 2 years (or a total of 3 years of leave for a child with a disability).	yes
<b>Child's age</b>	Until the child turns 2.	no
<b>Remuneration</b>	85 % of the average income of the employee during the last 12 months of the two years prior to childbirth and not lower than 85 % of the minimum salary at the national level (RON 1450, €321,17 <sup>26</sup> ). There is no maximum amount.	yes
<b>Transferability</b>	Mixed entitlement If both parents meet the conditions, at least one month is reserved for use by the parent who did not request the leave. Otherwise it will be lost from the parental leave of the first parent.	no
<b>Flexibility</b>	Only full-time.	no

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	None.	no
<b>Remuneration</b>	None.	no

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	No legal right.	no

Source: MISSOC (2017); Ionescu, J. (2017) Country report - Gender equality – Romania 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

<sup>26</sup> <https://www.eurofound.europa.eu/observatories/eurwork/articles/statutory-minimum-wages-in-the-eu-2017>

## 24 - SLOVAKIA

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	No statutory entitlement but fathers can take part of the maternity leave and benefit after six weeks from the birth. The father has the option to take parental leave and receive part of the “maternity benefit” for a maximum of 28 weeks until the child is 3 years old.	no
<b>Remuneration</b>		no

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	Maximum up to the age of 3 years <sup>27</sup> (6 years if the health status of the child/ren is considered negative in the long-term) (156 weeks).	yes
<b>Child's age</b>	Until the child turns 3.	no
<b>Remuneration</b>	A monthly parental allowance of €213.20* is available to all families who meet the eligibility condition whether or not they take Parental leave; parents can work full time or part time while receiving parental benefit. This sum increases by 25% per child in the case of multiple births. It is reduced by 50% for a minimum period of three months if the parent does not ensure that the child is attending compulsory education. If both parents apply for the parental leave, only one of them is entitled to the parental allowance. (*below the sickness replacement rate : 55% of the national average monthly wage about €1.017)	partially
<b>Transferability</b>	Family entitlement. Leave is shared between the parents as they wish.	yes
<b>Flexibility</b>	Only full time.	no

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	Employees can take ten days of leave per episode either to care for a sick relative at home (including a sick child) or to take care of a child under the age of ten years for other reasons. There is no limit to the numbers of episodes tolerated, as long as these do not exceed the maximum number of 10 days per year.	yes
<b>Remuneration</b>	Earnings-related benefit paid at a low ceiling for a maximum of ten calendar days.	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	If a working parent permanently taking care of a child younger than 15 years applies for part-time work or other suitable adjustment of working time, the employer is obliged to grant such an application, unless serious operating reasons prevent it	yes

Source : MISSOC (2017); Magurová, Z. (2017) Country report - Gender equality - Slovakia 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017

<sup>27</sup> Magurová, Z. (2017) indicates that with the consent of the employer, parental leave can be extended up to the age of 5 years (or 8 years due to the child's poor health conditions). Parental leave is allowed for the time requested by the parent usually for a period not shorter than one month.

## 25 - SLOVENIA

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	50 calendar days in 2017 and 30 calendar days from 2018 onwards.	yes
<b>Remuneration</b>	First 25 days in 2017 (and for 30 days from 2018 onwards): 90% of average base (or 100% if the base does not exceed the minimum wage €804.96 gross) and up to a ceiling of two times the average wage (approximately €2,863 per month). For the remaining 25 days (in 2017): the father is paid social security contributions based on the minimum wage (approximately €129 per month).	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	130 calendar days per parent per child.	yes
<b>Child's age</b>	Until the child turns 6.	no
<b>Remuneration</b>	90 % of the average salary over the twelve months up to a ceiling (twice the average monthly salary in the Republic of Slovenia approximately €2,863 per month); 100 % when the amount does not exceed € 804,96.	yes
<b>Transferability</b>	Individual entitlement. The mother is allowed to transfer 100 days of her entitlement to the father (30 days are the mother's exclusive right), while the father is allowed to transfer all 130 days of his parental leave to the mother.	no
<b>Flexibility</b>	At least 185 days have to be taken as continuous full-time or part-time leave. Up to 75 days may be taken at any time until the child completes the first grade of elementary school, full-time or part-time, but not more than twice a year, with each period lasting at least 15 days. Parents take it at the same time.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	An insured person is entitled to take leave to care for an immediate co-resident family member (spouse and children, own or adopted) who is ill. 7 working days of leave may be taken for each episode of illness per family, but 15 working days may be taken for a child of up to seven years of age or a moderately, severely or very severely mentally and physically disabled child. Exceptionally, if required due to the health condition of the sick family member, the period may be extended to 14 and 30 working days, respectively, or longer in extreme cases (up to six months).	yes
<b>Remuneration</b>	80 % of the individual's average earnings in the preceding calendar year, but not lower than €238 (minimum wage).	yes

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	Legal right to work from home or remotely on request but employers are not obliged to comply with requests to work remotely.	yes
<b>Reduced working hours</b>	<ul style="list-style-type: none"> <li>■ A parent, who is taking care of a child below the age of 3years, or of a child below the age of 18 years with a severe physical disability or a moderate or severe mental disability, has the right to work part time.</li> <li>■ A parent who is taking care of two children may extend the right to work part time until the younger child completes the first grade of elementary school (and not only until he/she reaches the age of six years), with social security contributions paid based on the proportional part of the minimum wage for the hours not worked. One year of this entitlement is a non-transferable right for each of the parents.</li> </ul>	partially

Source: MISSOC; Koderman Sever, T. (2017) Country report - Gender equality - Slovenia 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

26 - SPAIN		
<b>Paternity leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	4 weeks.	yes
<b>Remuneration</b>	100% of previous earnings.	yes
<b>Parental leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	Each parent is entitled to take leave until three years after childbirth (156 weeks).	yes
<b>Child's age</b>	Until the child turns 3.	no
<b>Remuneration</b>	Unpaid (the first two years of child care leave are computed as quoted for the benefit of: retirement, permanent disability, widowhood, maternity and paternity. In the case of leave for the care of other relatives, it is only computed as quoted in the first year)	no
<b>Transferability</b>	Individual entitlement. Non-transferable.	yes
<b>Flexibility</b>	In one block or several blocks. Only on a full-time basis. Both parents can enjoy it at the same time	yes
<b>Carer's leave</b>		
		<b>Compliance with the proposed directive</b>
<b>Duration</b>	■ 2 days leave per employee, per event to care for a seriously ill child or for other family reasons (serious illness, hospitalisation or death of a relative to a second degree of consanguinity or affinity). The entitlement is extended to four days if travelling is required for work. In 90% of the collective agreements, 4 days of leave are contemplated and 5 days in case of displacement For public sector employees this entitlement is extended to three days (five days if travelling is required) for the care of first degree relatives.	partially
<b>Remuneration</b>	■ Paid by the employer.	yes
<b>Right to request flexible working arrangements</b>		
		<b>Compliance with the proposed directive</b>
<b>Flexible schedule</b>	No legal right	no
<b>Telework</b>	No legal right	no
<b>Reduced working hours</b>	A working parent can reduce his/her working day by between an eighth and half of its normal duration to care for a child up to the age of 12 or to look after a disabled child or to take care of a dependent relative. The benefit paid by the Social security consists of 100 percent of the regulatory base corresponding to the temporary disability resulting from professional contingencies in proportion to the reduction of the working day	yes

Source: MISSOC (2017); Ballester, A. (2017) Country report - Gender equality - Spain 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

27 - SWEDEN		
Paternity leave		
		Compliance with the proposed directive
<b>Duration</b>	10 days.	yes
<b>Remuneration</b>	80% of the salary paid up to a ceiling of 7.5 times the Price base amount = SEK 336,000 (€35,627). The compensation level is the same as for sickness cash benefit.	yes
Parental leave		
		Compliance with the proposed directive
<b>Duration</b>	Parents are entitled to 240 days each (including maternity/paternity and parental leave).	yes
<b>Child's age</b>	12 years old.	yes
<b>Remuneration</b>	<ul style="list-style-type: none"> <li>■ Parents eligible for wage-related benefit: 195 days of leave are paid at 77.6 % of earnings, up to an earnings ceiling of SEK447,783 (€45,852) per year; the remaining 60 days are paid at a flat-rate payment of €18 a day</li> <li>■ Parents not eligible for wage-related leave receive a flat rate of SEK 250 (€25.60) a day for 480 days</li> </ul>	yes
<b>Transferability</b>	Individual entitlement. 90 days are reserved for each parent and cannot be transferred (for children born 2016 or later). The remaining 105 wage-based days for each parent can be transferred to the other by signing a consent form.	yes
<b>Flexibility</b>	Part-time option; one continuous period or in several blocks of time. 96 days can be used after the child turns four years old (for children born before 2014, parents may use the paid leave up until a child's eighth birthday or until the end of the first school year). Both parents can take up to 30 days of paid leave at the same time, until the child reaches one year of age.	yes
Carer's leave		
		Compliance with the proposed directive
<b>Duration</b>	<ul style="list-style-type: none"> <li>■ Right to temporary Parental leave of 120 days per child, per year, for children under the age of 12 years, and for children aged 12 to 15 years with a doctor's certificate. It is a family entitlement and it can be used to care for sick children. 60 of these days can also be used to stay home with young children if the regular caregiver is sick.</li> <li>□ Right to leave/reduced hours when caring for relatives: the right to leave is for a maximum of 100 full benefit days – 240 days to care for a relative who has Aids caused within the healthcare system.</li> </ul>	yes
<b>Remuneration</b>	■ Paid at 77.6 % of earnings, up to an earnings ceiling of €34,485 per year	yes
Right to request flexible working arrangements		
		Compliance with the proposed directive
<b>Flexible schedule</b>	No legal right.	no
<b>Telework</b>	No legal right.	no
<b>Reduced working hours</b>	Until a child reaches the age of eight years or completes the first grade of school, parents have the right to reduce their normal working time by up to 25 %.	partially

Source: MISSOC (2017); Julen Votinius, J. (2017) Country report - Gender equality - Sweden 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.

## 28 - UNITED KINGDOM

### Paternity leave

		Compliance with the proposed directive
<b>Duration</b>	1 or 2 weeks paid leave after birth of child.	yes
<b>Remuneration</b>	Flat-rate payment of GBP£140.98 (€160) a week or 90 % of average weekly earnings, if the worker earns less than €160.	yes

### Parental leave

		Compliance with the proposed directive
<b>Duration</b>	18 weeks per parent per child (36 weeks if twins).	yes
<b>Child's age</b>	Up to the child's 18th birthday.	yes
<b>Remuneration</b>	Unpaid.	no
<b>Transferability</b>	Individual entitlement. Non-transferable	yes
<b>Flexibility</b>	Leave may be taken in blocks or in multiples of one week, up to and for no more than four weeks per year unless the employer agrees otherwise.	yes

### Carer's leave

		Compliance with the proposed directive
<b>Duration</b>	Employees may take a reasonable amount of time off work to deal with unexpected or sudden emergencies affecting a dependent and to make necessary longer term arrangements. Emergencies are specified as including 'if a dependent falls ill or has been injured or assaulted' or 'to deal with an unexpected disruption or breakdown of care arrangements' or 'to deal with an unexpected incident involving the employee's child during school hours'.	partially
<b>Remuneration</b>	Unpaid.	no

### Right to request flexible working arrangements

		Compliance with the proposed directive
<b>Flexible schedule</b>	All employees have a legal right (not related to family responsibilities) to apply to their employers to work flexibly (e.g. to reduce their working hours or work flexitime). Employees need to have worked for their employer continuously for 26 weeks before applying. Employers have a legal duty to consider these requests and may refuse them only with clear business grounds for doing so.	yes
<b>Telework</b>	See above.	yes
<b>Reduced working hours</b>	See above.	yes

Source: MISSOC (2017); James, G. (2017) Country report - Gender equality – United Kingdom 2017, European Network of legal experts on gender equality and non-discrimination, European Commission; Blum S., Koslowski, A. and Moss P. (2017) International Review of Leave Policies and Research 2017.