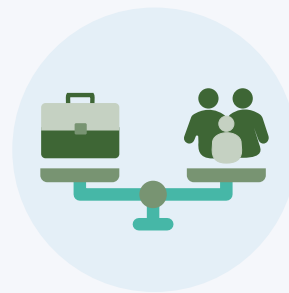




By 2 August 2022, Member States should have implemented the EU work-life balance directive agreed upon in 2019, which notably introduces the right to paternity leave at EU level. This infographic gives an overview of the state of play on parents' rights in the EU.*

* The infographic presents a simplified version of the complex reality of leave systems in Member States, for clarity and comparison purposes.



Overview of the current EU legislation

The EU sets minimum standards for parents and carers.



Maternity leave

leave from work for mothers in the period immediately preceding and following birth.

-  Minimum of **14 weeks**, 2 of them at least compulsory.
-  Compensated at least at the national sick pay level.
-  At least **14 weeks** of maternity allowances for self-employed women.



Paternity leave

leave from work for fathers or recognised second parents, similar to maternity leave.

-  Minimum of **10 working days**.
-  Compensated at least at the national sick pay level.



Carers' leave

leave from work to provide care or support to a relative or person living in the same household.

-  **5 working days** per year.



Parental leave

leave after maternity/paternity leave which can be taken by either parent.

-  Minimum of **4 months**.
-  At least 2 months non-transferable from a parent to another.
-  The 2 non-transferable months have to be adequately compensated at a level decided in each Member State.







Protection against discrimination

after a maternity, paternity and adoption leave.



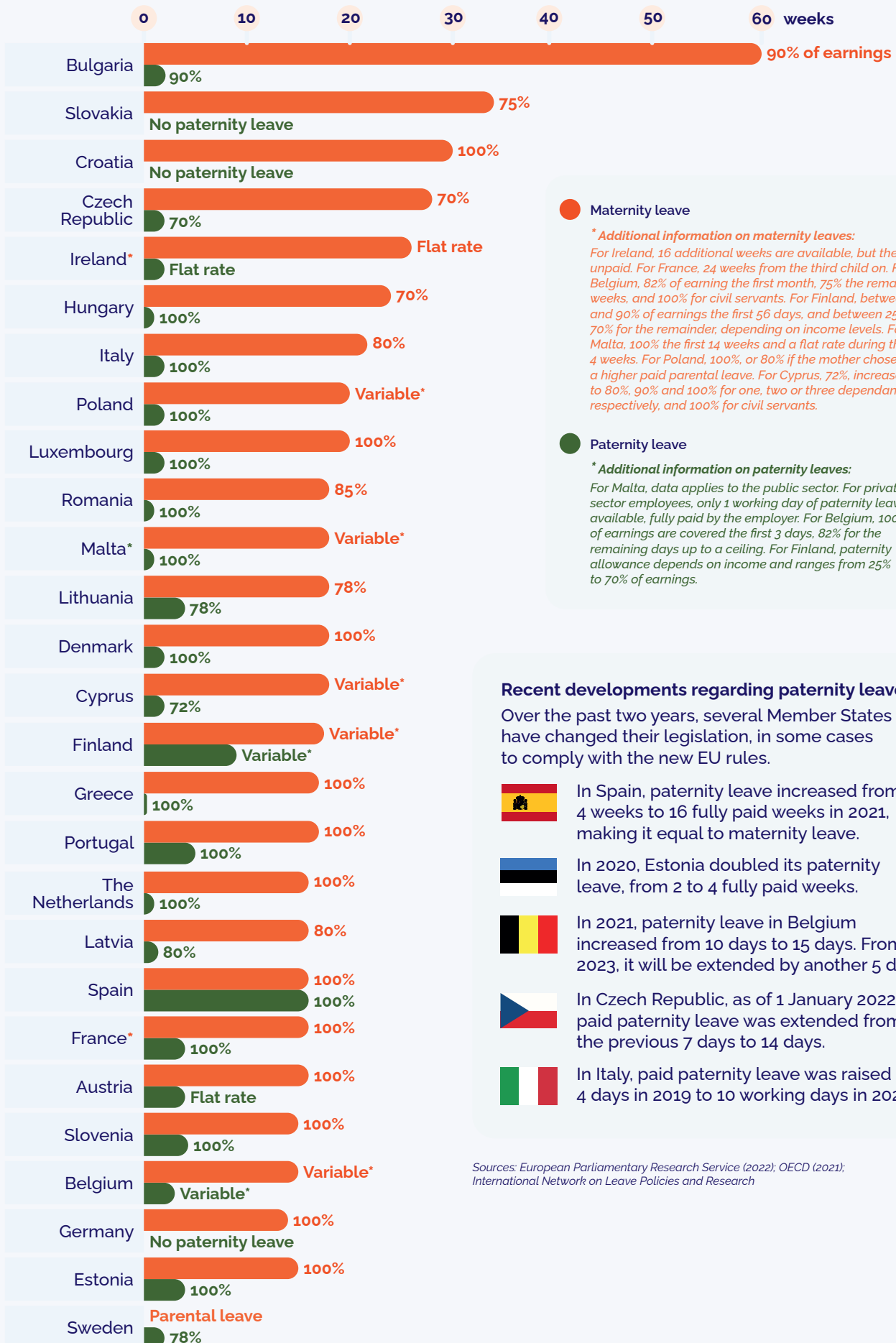
Right to flexible working arrangements

for parents and carers.

-  Directive on the safety and health at work of pregnant workers, 1992.
-  Directive on equal treatment and opportunities between men and women in matters of employment, 2006.
-  Directive implementing the revised Framework Agreement on parental leave, 2010.
-  Directive on equal treatment between men and women engaged in self-employed activities, 2010.
-  Directive on work-life balance for parents and carers, 2019.

Maternity and paternity leaves in the EU

by length (rounded weeks) and compensation (% of earnings)



Maternity leave

* Additional information on maternity leaves:

For Ireland, 16 additional weeks are available, but they are unpaid. For France, 24 weeks from the third child on. For Belgium, 82% of earnings the first month, 75% the remaining weeks, and 100% for civil servants. For Finland, between 33% and 90% of earnings the first 56 days, and between 25% and 70% for the remainder, depending on income levels. For Malta, 100% the first 14 weeks and a flat rate during the last 4 weeks. For Poland, 100%, or 80% if the mother chooses a higher paid parental leave. For Cyprus, 72%, increased to 80%, 90% and 100% for one, two or three dependants respectively, and 100% for civil servants.

Paternity leave

* Additional information on paternity leaves:

For Malta, data applies to the public sector. For private sector employees, only 1 working day of paternity leave is available, fully paid by the employer. For Belgium, 100% of earnings are covered the first 3 days, 82% for the remaining days up to a ceiling. For Finland, paternity allowance depends on income and ranges from 25% to 70% of earnings.

Recent developments regarding paternity leave

Over the past two years, several Member States have changed their legislation, in some cases to comply with the new EU rules.



In Spain, paternity leave increased from 4 weeks to 16 fully paid weeks in 2021, making it equal to maternity leave.



In 2020, Estonia doubled its paternity leave, from 2 to 4 fully paid weeks.



In 2021, paternity leave in Belgium increased from 10 days to 15 days. From 2023, it will be extended by another 5 days.



In Czech Republic, as of 1 January 2022, paid paternity leave was extended from the previous 7 days to 14 days.



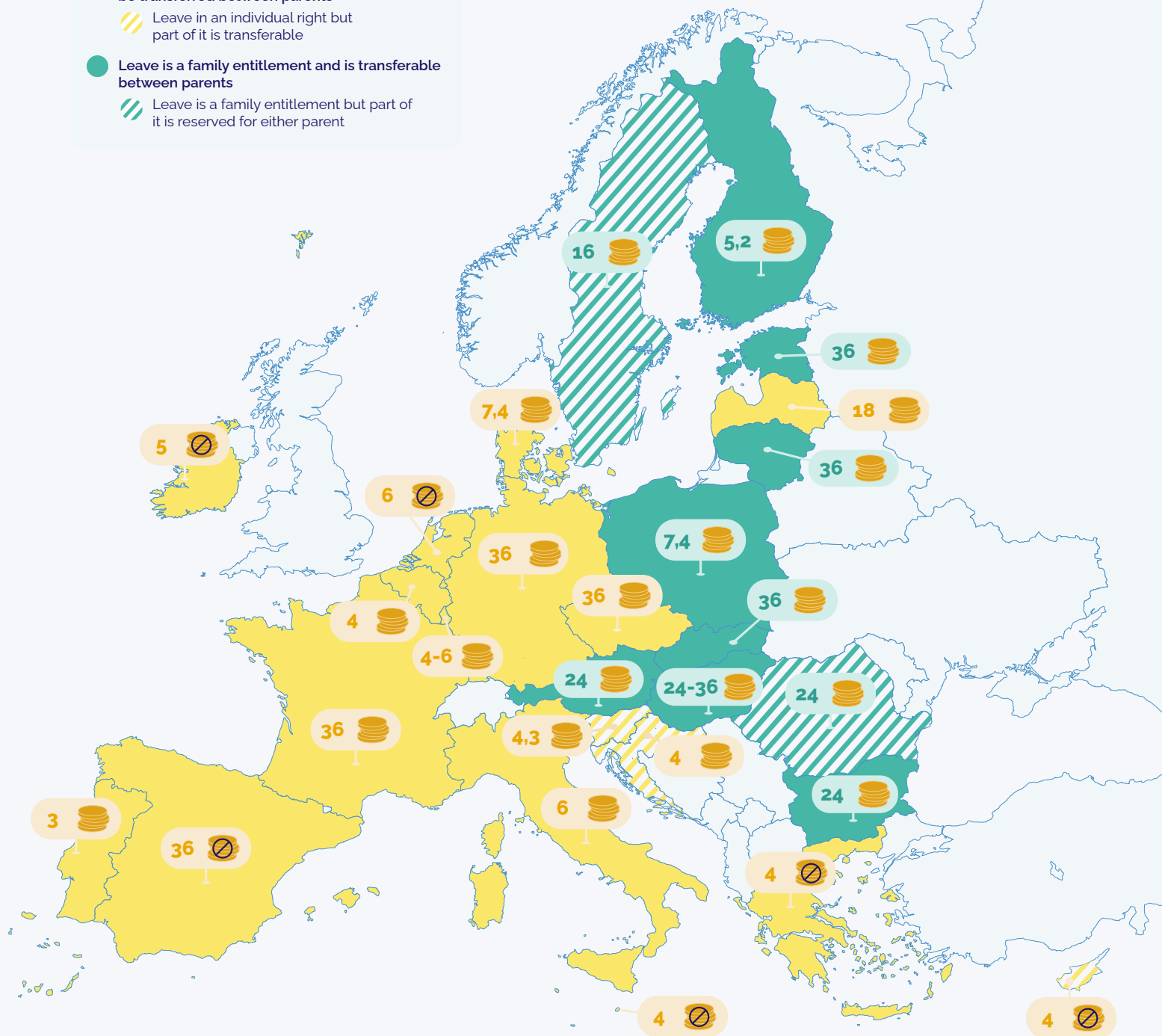
In Italy, paid paternity leave was raised from 4 days in 2019 to 10 working days in 2021.

Sources: European Parliamentary Research Service (2022); OECD (2021); International Network on Leave Policies and Research

Parental leave in the EU

by length (rounded months), compensation (☺ / ☹) and transferability (individual right/family entitlement)

- ☺ Leave is an individual right and cannot be transferred between parents
 - ☺/☹ Leave in an individual right but part of it is transferable
- ☹ Leave is a family entitlement and is transferable between parents
 - ☹/☹ Leave is a family entitlement but part of it is reserved for either parent



* Additional information on parental leaves:

In Latvia, Czech Republic, Germany and Denmark, parental leave is an individual entitlement, but the payment is a family entitlement. In Germany, 24 out of the 36 months of leave are unpaid. In France, the allowance duration varies depending on the number of children and on whether the leave is shared between the parents. In Malta, parental leave increases to 12 months for civil servants, as a family entitlement.

Sources: European Institute for Gender Equality (EIGE); International Network on Leave Policies and Research; OECD (2021).

There is still room for improvement



Fathers' uptake of paternity and parental leave remains low in the EU.

Low compensation levels of parental leave incentivise the lowest earner, often the mother, to stay home.

34% of women and 23% of men aged 20-49 are **ineligible** for parental leave in the EU.

- Only 8 countries allow unemployed or inactive parents to be eligible.
- 11 countries do not allow access to parental leave for **same-sex parents**.

More generous and ambitious policies for carers' rights should be encouraged in Member States, beyond what is prescribed by the EU work-life balance directive.

Other types of leave should also be considered. Spain, for instance, is in the process of introducing a **menstrual leave**, a first in Europe.

Sources: European Institute for Gender Equality (EIGE); European Commission (2018); Paternity and parental leave across the EU; Eurostat (2018) Population with work interruption for childcare.