

European Parenting Leave Policies Dataset Documentation

Version 2025



European
Parenting Leave
Policies Dataset

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HOW TO CITE THE EPLP DATASET

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CONTENTS

1. INTRODUCTION	1
1.1. Data collection guidelines	3
1.2. Definitions.....	5
2. TECHNICAL DETAILS	8
2.1. Workbook structure	8
2.2. Codebook.....	9
3. COUNTRY-SPECIFIC REFORM TIMELINES	20
3.1. Austria.....	21
3.2. Belgium	24
3.3. Czechia	27
3.4. Denmark	30
3.5. Estonia.....	33
3.6. Finland	36
3.7. France	40
3.8. Germany.....	43
3.9. Greece	46
3.10. Hungary	49
3.11. Ireland.....	53
3.12. Italy	56
3.13. Lithuania	59
3.14. The Netherlands	62
3.15. Norway	65
3.16. Poland	70
3.17. Slovakia	73
3.18. Slovenia	75
3.19. Spain	78
3.20. Sweden	81
3.21. United Kingdom	84
REFERENCES	87

1. INTRODUCTION

The European Parenting Leave Policies (EPLP) Dataset covers maternity, co-parent, paid parental, and job-protected leave regulations across 21 European countries for 55 years, spanning the period from 1970 to 2024. The dataset has a primary focus on policies that shape the length of leave of mothers and their co-parents. It provides harmonised data that enables comparisons of policies both across countries and over time.

This documentation serves as a guide to understanding and working with the European Parenting Leave Policies Dataset by explaining its scope, data collection guidelines, definitions, and assumptions underpinning the dataset. It also provides the dataset's codebook, an overview of country-specific reforms that affected statutory leave duration, and the main reference sources, which consist of legal documents, official government websites, and secondary literature.

The accompanying workbook contains the actual dataset, additional notes to support its accurate interpretation, and the full list of reference sources. Together, the documentation and workbook provide a complete toolkit for researchers, policymakers, and others interested in exploring parenting leave duration policies in Europe using quantitative approaches. By providing quantitative data on policies that shape the individual leave duration of both mothers and their co-parents since the 1970s, the dataset complements established sources such as the OECD Family Database (OECD, 2024), the Comparative Family Policy Database (Gauthier, 2011), the PROSPERED Policy datasets (Nandi et al., 2018, 2019a, 2019b), and the International Network on Leave Policies and Research (2024), which provides a comprehensive overview of qualitative aspects of leave policies.

The European Parenting Leave Policies Dataset was developed through a collaborative process led by the project team at the Vienna Institute of Demography of the Austrian Academy of Sciences and the Department of Demography of the University of Vienna, both of which are part of the Wittgenstein Centre for Demography and Global Human Capital. Initial data collection began in 2024 and was followed by a comprehensive validation phase in 2025. During this stage, 24 national experts reviewed the data for their respective countries, offering feedback, clarifications, and supplementary sources (see Table 1 for an overview).

Table 1: Country experts for the European Parenting Leave Policies (EPLP) Dataset

Austria	Eva-Maria Schmidt	University of Vienna, Austria
Belgium	Laurène Thil	HIVA - KU Leuven, Belgium
Czechia	Barbara Pertold-Gebicka	Charles University, Czechia
Denmark	Ida Lykke Kristiansen	Center for Economic Behavior and Inequality (CEBI), University of Copenhagen, Denmark
Estonia	Katre Pall	Praxis Think Tank, Estonia
Finland	Tapio Räsänen	Social Insurance Institution of Finland, Finland
France	Angela Greulich	Sciences Po Paris, France; Institut Universitaire de France, France
Germany	Katharina Wrohlich	German Institute for Economic Research (DIW), Germany
Greece	Evi Hatzivarnava-Kazassi	Panteion University of Social and Political Sciences, Greece
Greece	Konstantina Rentzou	University of Ioannina, Greece
Hungary	Lili Vargha	University of Vienna, Austria
Ireland	Dora Tuda	Economic and Social Research Institute (ESRI), Ireland
Italy	Daniele Vignoli	University of Florence, Italy
Italy	Elisa Brini	University of Florence, Italy
Lithuania	Dovilė Galdauskaitė	Vytautas Magnus University, Lithuania
Netherlands	Alžběta Bártová	Leiden University, Netherlands
Norway	Rannveig Kaldager Hart	Institute of Health and Society, University of Oslo, Norway
Poland	Anna Kurowska	University of Warsaw, Poland
Slovakia	Zuzana Dančíková	The London School of Economics and Political Science (LSE), United Kingdom
Slovenia	Tatjana Rakar	University of Ljubljana, Slovenia
Spain	Libertad González	Universitat Pompeu Fabra, Spain; Barcelona School of Economics, Spain
Sweden	Sol P. Juárez	Stockholm University, Sweden
Sweden	Helena Honkaniemi	Stockholm University, Sweden
United Kingdom	Sander Wagner	Leverhulme Centre for Demographic Science, University of Oxford, United Kingdom

The dataset has been developed with great care. However, as with any large-scale data collection effort, some missing information or inadvertent errors may still be present. This documentation refers to the first public version of the dataset. Any inconsistencies, inaccuracies, or areas for improvement that are identified are highly appreciated. Feedback and corrections are welcome and will contribute to enhancing the quality and reliability of potential future updates.¹

Section 1 of this documentation introduces the data collection guidelines and defines maternity, co-parent, paid parental, and job-protected leave. Section 2 provides the technical details by explaining the workbook structure, listing all variables in the codebook, and describing underlying assumptions. Section 3 provides country-specific reform timelines that affected statutory leave duration. The main reference materials are listed at the end of this documentation. The full set of references is provided in the workbook.

1.1. Data collection guidelines

The design and scope of parenting leave policies differ significantly across countries and over time, making clear data selection guidelines indispensable. To maintain consistency, comparability, and a clear scope, the data collection for the European Parenting Leave Policies Dataset follows the key principles outlined below. As this dataset is intended for quantitative analyses, simplifications were necessary to ensure coherence and usability across diverse policy landscapes.

► **Leave duration:** The primary focus of the dataset is on policies that impact how long parents temporarily stop working around the birth of their child. As such, only policies that affect individual leave duration are included in the dataset – most importantly, information on the statutory duration of maternity leave, co-parent leave, paid parental leave, and job-protected leave. Policy components that are not directly linked to leave-taking decisions – such as child allowances that are paid irrespective of whether parents are on leave, or paid while parents are working – are excluded. Benefits are only provided for parental leave. Maternity and co-parent leave benefits are excluded, because coverage is high in most countries, offering little cross-national variation, and because parental

¹ The project team can be contacted at contact@eplp-dataset.org

leave, on average across countries and years, accounts for the largest share of total leave duration.

► **Employed parents:** The dataset focuses exclusively on employed parents, as (i) its emphasis is on leave duration and thus the time parents are absent from work and (ii) employment status is key in determining parenting leave eligibility in many countries and years. This means policies directed at self-employed parents, unemployed parents, inactive parents, or parents in education are not considered.

► **Country-level information:** The dataset only includes country-level legislations to ensure comparability across countries. Regional variations within countries, as well as sector-specific differences, are not considered.

► **Individual perspective:** The dataset distinguishes between the leave available for each parent rather than providing leave available for one child. It thus provides information at the individual level rather than the family level. This enables analysing how leave duration is or can be shared between mothers and their co-parents. Users who would like to take a family perspective can do so by adding up variables (for more details, see the codebook and footnote in Section 2.2).

► **Widely applicable policies:** To ensure comparability across countries, the dataset focuses on legislation that affects the majority of parents. Special provisions for specific circumstances – such as the death of a parent, caesarean sections, multiple births, premature births, child disability, adoptive births, surrogate births, or foster children – are not considered. As a result, most regulations in the dataset do not apply to male same-sex couples.

► **First birth only:** In some countries, parenting leave policies differ by birth order. For comparability reasons, the European Parenting Leave Policies Dataset focuses on policies applicable to the first birth only.

► **Legislative enactment and retrospective considerations:** Since laws may be enacted or amended at any point during the calendar year, this can result in multiple policies being in effect within the same year. To address this, the dataset uses the policy in force on December 31st of a given year as the reference point for that year. Retrospective application is excluded: even if a law affects prior cases or births, it is only considered from the year of its formal enactment onwards.

► **Statutory independent rights only:** The dataset includes only leave durations that parents can take independently as a legal entitlement. Consequently, leave provisions that depend on the other parent to waive their right, or the other parent being unable to take their leave, are excluded. For example, if a parent is entitled to a specific type of leave, and the second parent can only access this leave if the first parent waives their entitlement or is unable to use it (e.g. due to death or incarceration), such leave is not considered a statutory right for the second parent in the dataset. Also, leave that requires a doctor's certificate is not considered, nor are other types of leave, such as sick leave, even if parents commonly use them to complement or substitute maternity or parental leave.

► **Policy provisions, not actual take-up:** The dataset captures statutory leave rights as defined in legislation, irrespective of how these rights are used in practice. Differences between formal entitlements and actual leave-taking behaviour are not reflected. This approach ensures comparability across countries and over time, even if it does not fully capture how policies are enforced or the complexity of how policies play out on the ground.

► **Currencies and benefit adjustments:** Benefits amounts are reported in the original currency of each country and year. No adjustments for inflation or purchasing power parity are made. The dataset does not distinguish between taxable and non-taxable benefits.

1.2. Definitions

Following the criteria described above, the European Parenting Leave Policies Dataset includes information on maternity leave, co-parent leave, and paid parental leave, including job-protected leave. Childcare leave is not included. Definitions are, if available and applicable, based on those provided by the International Network on Leave Policies and Research.

► **Maternity leave** refers to leave granted in connection with childbirth, typically available exclusively to mothers who give birth. “It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, and to be taken just before, during and immediately after childbirth” (International Network on Leave Policies and Research, 2024). The European Parenting Leave Policies Dataset differentiates between mandatory and voluntary maternity leave, and distinguishes maternity leave

available before and after birth, irrespective of whether the mother receives benefits during maternity leave.

Parental leave specifically reserved for mothers is classified as maternity leave, even if this leave does not have to be strictly taken in connection with birth. This rule is important to make the legislation in some Nordic countries comparable with the remaining countries in the sample. For example, parental leave that is earmarked for mothers and cannot be transferred to the co-parent is treated as maternity leave if the co-parent is not entitled to the same earmarked leave duration.² This allows users to differentiate between (i) parenting leave duration reserved for a specific parent (birth mothers or co-parents), and (ii) non-transferrable parental leave that remains available to the second parent (can be birth mothers and co-parents) once the first parent (can also be birth mothers and co-parents) takes the maximum parental leave duration available to one parent (more details on the first and second parent are provided in the codebook in Section 2.2).

► **Co-parent leave** is often effectively “paternity leave”, because historically, most legislations grant this right to fathers only. It is “usually to be taken soon after the birth of a child and intended to enable the father to spend time with his co-parent, new child and older children” (International Network on Leave Policies and Research, 2024). More recently, countries have introduced “birth leave” or “co-parent leave”, which is available to the birth mother’s co-parent regardless of gender. Analogously to maternity leave, co-parent-specific paid parental leave that cannot be transferred to the birth mother is treated as co-parent leave if birth mothers are not entitled to the same earmarked leave duration (see Footnote 2 for examples).

► **Paid parental leave** can be available to birth mothers and their co-parents, usually after maternity or co-parent leave, and is accompanied by financial benefits. It may be granted either as an individual entitlement – where each parent has a designated amount of leave – or as a family right, allowing parents to allocate the leave between themselves as they

² First example: If both parents are entitled to 10 weeks of paid parental leave that can be shared between them, plus 2 additional weeks of paid parental leave that are earmarked to birth mothers, and 1 week that is earmarked to co-parents, and those earmarked durations cannot be transferred from one parent to another, then 10 weeks are considered as paid parental leave duration, 2 weeks are considered as maternity leave duration, and one week is considered as co-parent leave duration. Second example: If, however, in addition to the 10 weeks that can be shared between parents, each parent (birth mother and co-parent) is entitled to 2 weeks of non-transferrable paid parental leave, then 12 (10+2) weeks are considered as the maximum paid parental leave duration that one parent can take, and the additional 2 weeks are considered as the additional paid parental leave duration available to the second parent if the maximum paid parental leave duration has already been taken by the first parent. Further details on these variables are provided in Section 2.2.

choose. As mentioned in the data collection guidelines in Section 1.1, the European Parenting Leave Policies Dataset takes on an individual perspective rather than a family perspective, thus providing separate variables for the first parent (who is assumed to take the maximum leave available to one parent) and the second parent (who takes the remaining leave available). For more details, see the codebook and footnote in Section 2.2.

In some countries, multiple paid parental leave schemes are available. The European Parenting Leave Policies Dataset thus considers three different dimensions of parental leave duration for each country and year, if applicable:

Dimension 1: The maximum paid parental leave duration that one parent (the first parent) can take

Dimension 2: The parental leave duration paid at the highest monthly **flat rate** available to one parent (the first parent)

Dimension 3: The parental leave duration paid at the highest **replacement rate** available to one parent (the first parent)

We provide separate variables for each of those three parental leave dimensions (for more details on the different dimensions, see the codebook in Section 2.2). Periods of parental leave that do not fall into any of the three categories are not included in the dataset.

► **Job-protected leave** is defined as the maximum duration – starting from birth – during which individuals are legally guaranteed the right to return to their job (or an equivalent position) after their leave, irrespective of whether benefits are received. During this period, employees are protected against dismissal. In some countries, the duration of job protection differs from the duration of benefit receipt, which is why paid parental leave duration and job-protected leave duration can differ.

In the European Parenting Leave Policies Dataset, job-protected leave is computed separately for mothers and for co-parents. For each parent, it reflects the maximum amount of leave they could take if they fully used the leave duration available to them under national law. Specifically, it includes (i) parent-specific leave (such as maternity leave for mothers or co-parent leave for co-parents), (ii) gender-neutral job-protected paid parental leave that can be shared between parents, and (iii) where applicable, job-protected but unpaid parental leave. It only includes post-birth leave, i.e. no pre-birth maternity leave.

If both mothers and co-parents have access to (ii) and (iii), the total job-protected leave available to each parent overlaps: If one parent were to fully use the gender-neutral paid parental leave that can be shared between parents, less (or no) leave would remain for the other parent. In the dataset, job-protected leave thus captures the maximum potential duration of job-protected leave for each parent individually, assuming that each parent takes all leave available to them. This is different to the operationalisation of paid parental leave, where the dataset provides information on the maximum available leave for one parent (the first parent) and the remaining leave available to the second parent. For more details, see the codebook in Section 2.2.

2. TECHNICAL DETAILS

This section provides guidance for navigating the European Parenting Leave Policies Dataset. Section 2.1 offers an overview of the workbook, which contains the actual dataset. Section 2.2 displays the codebook, listing all available variables and explaining the assumptions made for computing these variables.

2.1. Workbook structure

The dataset is provided in a separate Excel file, the workbook (file name: EPLP_Dataset_Workbook). [It is publicly available on Zenodo](#). The workbook contains three sheets:

► **Overview:** The first sheet, titled “Overview”, serves as a reference guide. It provides an overview of all 33 variables available in the dataset, along with the 21 countries and 55 years for which data has been collected. The primary scope of the European Parenting Leave Dataset is on policies related to leave duration, which is why these “main variables” covering statutory leave duration are highlighted with darker colours. Changes over time in these “main variables” are described in Section 3 for each of the 21 countries. The light-coloured “complementary variables” give additional information on the corresponding leave. Their changes over time are not described in Section 3, but reference sources are provided for each change in the values of these variables in the workbook (for more details, see the description of “User notes and references” below).

► **Dataset:** The second sheet, “Dataset”, contains the full set of 33 variables for all countries and years covered in the dataset.

► **User notes and references:** The third sheet, “User notes and references”, contains the full list of reference sources used in collecting the dataset. Every change in the values of the dataset’s variables is supported by a corresponding source, which is documented in this references list. This sheet also provides country- and year-specific comments that offer additional context and clarification on some of the policies included in the dataset, if needed. These notes help users to better understand specific policy details, uncertainties, or changes that may not be fully captured by the dataset’s variables alone. If a country- and year-specific information in the dataset comes with a user note, this is indicated in the variable “user_note” in the sheet “Dataset” (for more details on the variables, see the codebook in Section 2.2). All the user notes are accompanied by references to further sources for more detailed information.

It is important to note, however, that the user notes are not the central component of the European Parenting Leave Policies dataset. They are meant as supplementary background information and may contain minor inconsistencies in wording or formatting. The level of detail and focus varies across countries and years, reflecting what the project team and country experts considered relevant rather than following a fully standardised template. Accordingly, the notes should be interpreted with care and not treated as systematically harmonised qualitative data. For users seeking in-depth qualitative descriptions of parenting leave policies, we recommend consulting the primary reference sources listed at the end of this documentation, the sources in the “user notes and references” sheet, or the country reports provided by the International Network on Leave Policies and Research.

2.2. Codebook

Main variables (and naming conventions)

The European Parenting Leave Policies Dataset focuses on regulations that affect parents’ individual leave duration. Its main variables are thus related to statutory parenting leave duration policies:

► Mandatory and voluntary maternity leave duration before and after birth (variable prefix: mat)

- ▶ Co-parent leave duration (variable prefix: co)
- ▶ Job-protected leave duration (variable prefix: jp) for birth mothers and their co-parents
- ▶ Paid parental leave duration (variable prefix: par; numbers 1-3 for Dimensions 1-3)

For maternity and co-parent leave duration, the dataset provides the maximum leave duration that one parent can take, thereby taking an individual perspective. To capture the complexity of various paid parental leave schemes, the dataset provides three different leave duration variables for paid parental leave, namely (i) the maximum paid parental leave duration that one parent (the first parent) can take (Dimension 1), (ii) the parental leave duration paid at the highest monthly flat rate available to one parent (the first parent) (Dimension 2), and (iii) the parental leave duration paid at the highest replacement rate available to one parent (the first parent) (Dimension 3). For job-protected leave duration, the dataset reports the maximum individual entitlement after birth for each parent, assuming that each parent takes all leave available to them (for more details, see the definitions provided in Section 1.2).

Since the units of leave duration vary across countries, years, and type of leave, harmonising them is essential for comparability and quantitative analyses. To ensure consistency, all leave durations in the dataset are reported in weeks in the workbook. By contrast, original units are reported when listing the country-specific reforms in this documentation. The following assumptions are applied for conversions, without rounding numbers:

- ▶ Average number of days per year: 365.25 (accounting for leap years)
- ▶ Average number of weeks per year: $365.25 \div 7$
- ▶ Average number of weeks per month: $365.25 \div 7 \div 12$
- ▶ Average number of days per month: $365.25 \div 12$
- ▶ Calendar days per week: 7
- ▶ Working days per week: 5

When leave duration is reported in days, it typically refers to calendar days. In some cases, however, sources specify working days instead. Such exceptions are documented in the “User notes and references” sheet of the workbook.

Complementary variables (and naming conventions)

In addition to the main variables that capture statutory parenting leave duration, the dataset provides complementary variables on policies that may indirectly affect leave duration and how it is shared among parents. Most of the main variables come with several complementary variables.

- ▶ The amount of benefits per month during paid parental leave, separately for flat rate (fr) and replacement rate (rr) schemes (and any accompanying caps), always providing the maximum value available. For leave durations shorter than one month, the reported benefit amount reflects the full-month equivalent (variable suffixes: fr, rr, cap)
- ▶ Whether leave can be taken by birth mothers only, co-parents only, or either (variable suffix: for_whom)
- ▶ How much additional leave can be taken by the second parent, if the first parent takes the maximum leave duration available (variable suffix: second_parent). If users want to take a family perspective, they can do so by summing up the maximum paid parental leave duration that one parent (the first parent) can take (par1_ld) with this complementary variable.³ Note that both mothers and co-parents can be the “first parent” and the “second parent”. Also, being the “first parent” does not imply that the leave was taken before that of the “second parent”.
- ▶ Whether it is possible to take (parts of) the leave at a later point in time, meaning that leave does not have to be taken consecutively – parents can go back to work and take (parts of) the leave when the child is older (variable suffix: later)
- ▶ The possibility to work and/or earn money during parts of the leave, while receiving parts of the benefits (variable suffix: work)

³ Example for computing paid parental leave duration at the family level: To calculate the total paid parental leave available to a family, the values of variable par1_ld (the maximum paid parental leave duration that one parent, the first parent, can take) and par1_second_parent (the additional leave that can be taken by the second parent, if the first parent takes the maximum leave duration available) are summed. If par1_ld equals 12 weeks and par1_second_parent is zero weeks, the total paid parental leave duration available to the family is 12+0=12 weeks. In this case, the entire 12 weeks can be freely allocated between the two parents. If par1_ld equals 10 weeks and par1_second_parent equals two weeks, the total family leave is still 10+2=12 weeks. However, unlike in the first example, the leave is not fully flexible: One parent can take a maximum of ten weeks, and the remaining two weeks have to be taken by the second parent – otherwise, they are forfeited. This calculation applies similarly to all three dimensions of paid parental leave, i.e., can also be used for variables with the prefixes par2 and par3.

- ▶ If the leave duration can be extended when taken part-time (variable suffix: part_time)

Additional variables

Finally, the dataset provides additional variables and important information for users under the following variables:

- ▶ If there are incentives for parents to share parental leave, including financial incentives and incentives related to leave duration
- ▶ If there is a user note provided for a country and year (for more details on user notes and references, see Section 2.1 on the workbook structure)
- ▶ The country currency in which the benefits are provided (for more details on currencies, see Section 1.1 on data collection guidelines)

Category	Variable name	Label	Category description and assumptions	Type	Unit	Values
Maternity leave (mat)	mat_m_ld_bb	Mandatory maternity leave duration before birth	The dataset includes both mandatory and maximum voluntary maternity leave durations, reporting leave available before and after birth. When added together, the mandatory and (additional) voluntary maternity leave durations (before and after birth) represent the total maternity leave duration available to birth mothers.	Continuous	Weeks	-98: not applicable -99: missing information
	mat_m_ld_ab	Mandatory maternity leave duration after birth		Continuous	Weeks	-98: not applicable -99: missing information
	mat_v_ld_bb	Voluntary maternity leave duration before birth (maximum duration)	This variable also includes any non-transferable leave specifically reserved for birth mothers (see Section 1.2 for details). Maternity leave is recorded irrespective of benefits reception and job protection. If legislation allows birth mothers to flexibly allocate their leave around childbirth – whether taken entirely before, entirely after, or split between both periods – the total duration is classified as post-birth maternity leave.	Continuous	Weeks	-98: not applicable -99: missing information
	mat_v_ld_ab	Voluntary maternity leave duration after birth (maximum duration)		Continuous	Weeks	-98: not applicable -99: missing information
Co-parent leave (co)	co_ld	Co-parent leave duration (maximum duration)	The dataset reports the maximum co-parent leave duration available, irrespective of benefits reception and job protection. The entire leave duration is recorded as post-birth leave. This variable also includes any non-transferable leave specifically reserved for co-parents (see Section 1.2 for details). The variable includes leave granted to the birth mother's co-parent, regardless of gender. However, historically – and still in many countries today – this leave is effectively available only to fathers and is commonly referred to as “paternity leave”.	Continuous	Weeks	-98: not applicable -99: missing information

Job-protected leave after birth (jp)	jp_ld_m	Job-protected leave duration available to birth mothers (maximum duration)	For job-protected leave, the dataset reports the maximum duration during which a parent has the legal right to return to their job (or an equivalent position) after birth. In most cases, the legislation defines the job protection duration as starting from the day of birth until the child reaches a certain age, applying to both birth mothers and co-parents. As a result, only post-birth leave is included in job protected leave duration. Hence, all types of leave that provide job protection are combined under job-protected leave duration, irrespective of whether benefits are received or not, except for pre-birth maternity leave, which is excluded.	Continuous	Weeks	-98: not applicable -99: missing information
	jp_ld_co	Job-protected leave duration available to co-parents (maximum duration)		Continuous	Weeks	-98: not applicable -99: missing information
	jp_part_time	Job-protected leave is longer if taken part-time	When the legislation does not specify a single job-protected period from birth to a given age, but instead indicates whether maternity, co-parent, and paid parental leave are job-protected, all post-birth leave types that are job-protected are added up separately for birth mothers and their co-parents.	Binary		“no” “yes” -98: not applicable -99: missing information
	jp_later	Possibility to take (parts of) the job-protected leave at a later point in time	In cases where unpaid, job-protected parenting leave exists, job-protected leave duration can exceed the combined duration of post-birth maternity leave, co-parent leave, and paid parental leave, as it also includes the unpaid parental leave duration. Job-protected leave available to each parent overlaps: If one parent were to fully use the gender-neutral paid parental leave that can be shared between parents, less (or no) leave would remain for the other parent. In the dataset, job-protected leave thus captures the maximum potential duration of job-protected leave for each parent individually, assuming that each parent takes all leave available to them.	Binary		“no” “yes” -98: not applicable -99: missing information

Paid parental leave (maximum duration) - Dimension 1 (par1)	par1_ld	Paid parental leave duration (maximum duration)	Given the variety of parental leave schemes across countries, the dataset considers three different dimensions of parental leave duration for each country, if applicable.	Continuous	Weeks	-98: not applicable -99: missing information
	par1_fr	Flat rate (amount of benefits per month, with maximum duration)	Dimension 1 (par1) identifies the paid parental leave scheme with the longest possible duration, regardless of the benefit type provided during this period. Unpaid parental leave is not considered.	Continuous	Country currency	-98: not applicable -99: missing information
	par1_rr	Replacement rate (percentage of income, with maximum duration)	The complementary variables provide either the maximum flat rate or maximum replacement rate and caps that come with this scheme. The cap represents the maximum benefit amount a parent can receive per month in the case of a replacement rate. If the flat rate or replacement rate changes over the course of parental leave, the dataset provides weighted averages over the full leave duration. If replacement rates differ for different segments of the population, the highest replacement rate is reported. All benefits and the cap are reported monthly.	Continuous	Percent	-98: not applicable -99: missing information
	par1_cap	Monthly cap (with maximum duration)		Continuous	Country currency	-98: not applicable -99: missing information
	par1_for_whom	Mothers only, co-parents only, or both	The variable par1_second_co-parent captures the additional paid parental leave available to the second parent, provided that the first parent takes the maximum leave duration (par1_ld). Hence, this variable indicates how flexibly paid parental leave can be shared	Categorical		“mothers” “co-parents” “either” -98: not applicable -99: missing information
	par1_second_parent	Additional time for second co-parent if first parent takes the maximum leave duration	between parents and can also be used to compute paid parental leave at the family level. In most cases, the additional leave reserved for the second parent is not specific to one parent (e.g., birth mother vs. co-parent) but applies to the parent who does not take the maximum leave (a user note is provided, if otherwise).	Continuous	Weeks	-98: not applicable -99: missing information

Paid parental leave (highest monthly flat rate) - Dimension 2 (par2)	par1_work	Possibility to work / earn money during parts of the leave	Paid parental leave that is specifically reserved for birth mothers is included in maternity leave (prefix mat), while paid parental leave that is specifically reserved for co-parents is included in co-parent leave (prefix co).	Binary		“no” “yes” -98: not applicable -99: missing information
	par1_later	Possibility to take (parts of) the leave at a later point in time		Binary		“no” “yes” -98: not applicable -99: missing information
	par2_ld	Paid parental leave duration (with highest flat rate)	Given the variety of parental leave schemes across countries, the dataset considers three different dimensions of parental leave duration for each country, if applicable.	Continuous	Weeks	-98: not applicable -99: missing information
	par2_fr	Highest flat rate (amount of benefits per month)	Dimension 2 (par2) identifies the paid parental leave duration with the highest monthly flat rate payment. The complementary variable provides the maximum flat rate that comes with this scheme. If the flat rate changes over the course of parental leave, the dataset provides weighted averages over the full leave duration. All benefits are reported monthly.	Continuous	Country currency	-98: not applicable -99: missing information
	par2_for_whom	Mothers only, co-parents only, or both		Categorical		“mothers” “co-parents” “either” -98: not applicable -99: missing information
	par2_second_parent	Additional time for second parent if first parent takes the maximum leave duration	The variable par2_second_co-parent captures the additional paid parental leave available to the second parent, provided that the first parent takes the paid parental leave duration with the highest flat rate (par2_ld). Hence, this variable indicates how flexibly paid parental leave can be shared between parents and can also be used to compute paid parental leave at the family level. In most cases, the additional leave reserved for the second parent is not specific to one parent (e.g., birth mother vs. co-parent) but applies to the parent	Continuous	Weeks	-98: not applicable -99: missing information

	par2_work	Possibility to work / earn money during parts of the leave	who does not take the leave duration with the highest flat rate (a user note is provided, if otherwise). Paid parental leave that is specifically reserved for birth mothers is included in maternity leave (prefix mat), while paid parental leave that is specifically reserved for co-parents is included in co-parent leave (prefix co).	Binary		“no” “yes” -98: not applicable -99: missing information
	par2_later	Possibility to take (parts of) the leave at a later point in time		Binary		“no” “yes” -98: not applicable -99: missing information
Paid parental leave (highest replacement rate) - Dimension 3 (par3)	par3_ld	Paid parental leave duration (with highest replacement rate)	Given the variety of parental leave schemes across countries, the dataset considers three different dimensions of parental leave duration for each country, if applicable. Dimension 3 (par3) identifies the duration with the highest replacement rate. The complementary variables provide the maximum replacement rate and cap that come with this scheme. The cap represents the maximum benefit amount a parent can receive per month. If the replacement rate changes over the course of parental leave, the dataset provides weighted averages over the full leave duration. If replacement rates differ for different segments of the population, the highest replacement rate is reported and a note is provided in the user notes. All benefits and the cap are reported monthly.	Continuous	Weeks	-98: not applicable -99: missing information
	par3_rr	Highest replacement rate (percentage of income)		Continuous	Percent	-98: not applicable -99: missing information
	par3_cap	Monthly cap (with highest replacement rate)		Continuous	Country currency	-98: not applicable -99: missing information
	par3_for_whom	Mothers only, co-parents only, or both	The variable par3_second_co-parent captures the additional paid parental leave available to the second parent, provided that the first parent takes the paid parental leave duration with the highest replacement	Categorical		“mothers” “co-parents” “either” -98: not applicable -99: missing information

	par3_second_parent	Additional time for second parent if first parent takes the maximum leave duration	rate (par3_ld). Hence, this variable indicates how flexibly paid parental leave can be shared between parents and can also be used to compute paid parental leave at the family level. In most cases, the additional leave reserved for the second parent is not specific to one parent (e.g., birth mother vs. co-parent) but applies to the parent who does not take the paid parental leave duration with the highest replacement rate (a user note is provided, if otherwise). Paid parental leave that is specifically reserved for birth mothers is included in maternity leave (prefix mat), while paid parental leave that is specifically reserved for co-parents is included in co-parent leave (prefix co).	Continuous	Weeks	-98: not applicable -99: missing information
	par3_work	Possibility to work / earn money during parts of the leave		Binary		“no” “yes” -98: not applicable -99: missing information
	par3_later	Possibility to take (parts of) the leave at a later point in time		Binary		“no” “yes” -98: not applicable -99: missing information

Additional variables	par_incentives	Incentives for parents to share parental leave	This variable captures whether the legal framework includes incentives for parents to share parental leave. Incentives can take different forms. Monetary incentives provide financial benefits to parents if leave is shared between parents in a defined proportion. Duration incentives extend the total leave period when both parents take leave in a defined proportion, meaning families receive more time overall if leave is shared. This variable does not consider non-transferrable leave as a duration incentive, as this leave follows a “use it or lose it” principle and does not increase the total leave available. Instead, this variable only considers cases where additional leave duration is granted when leave is shared in a defined proportion between parents. In most cases, incentives are designed to encourage mothers to reduce their leave duration and fathers to extend theirs. However, these policies do not necessarily aim for an equal 50:50 division of leave between parents.	Categorical		“none” “monetary incentive” “duration incentive” “duration and monetary incentive” -98: not applicable -99: missing information
	user_note	User note	This variable indicates whether a note is available in the "User notes and references" sheet of the workbook, providing additional context or clarification on specific policies.	Binary		“no” “yes”
	currency	Country currency	This variable specifies the currency in use for each country and year of observation. No adjustments for inflation or purchasing power parity are made.	Categorical		Country currency

3. COUNTRY-SPECIFIC REFORM TIMELINES

This section provides a brief overview of the key policies in each of the 21 countries included in the European Parenting Leave Policies Dataset. It outlines the initial legal framework in 1970, which is the first year covered in the dataset, and tracks all reforms leading to the legislation in effect in 2024, the final year of coverage.

The dataset focuses on policies that shape the leave duration of birth mothers and their co-parents. Hence, this section lists and briefly describes reforms that mark changes in maternity, co-parent, job-protected, and paid parental leave duration, as recorded in the “main variables”.⁴ It does not detail reforms related to the complementary variables; hence, it does not list reforms related to changes in benefits or other dimensions of parental leave not directly tied to duration. Further details on these variables are provided in the accompanying workbook.

The primary sources of information for the dataset are national legislation and official government websites. Where primary sources are unavailable, secondary sources such as academic literature or policy reports are used. References to all source materials related to changes in leave duration are listed at the end of Section 3. A full list of references that also includes reference sources for other policies affecting “complementary variables” is provided in the accompanying workbook (sheet “User notes and references”).

The wording used in the reform timelines reflects the interpretation of the dataset and follows harmonised terminology to ensure comparability across countries. This terminology may differ from the language and concepts used in national legislation. For example, some countries may not explicitly use terms such as “parental leave” or “co-parent leave”, but the dataset applies these categories in a standardised way to align different systems. Users interested in the original terms and structure can consult the source references or user notes provided in the workbook. While all leave durations in the dataset are standardised in weeks for consistency (see Section 2.2 for conversion details), this section presents duration in their original units as stated in the reference sources.

Before reading the country-specific reforms, it is recommended to first refer to the data collection guidelines and to take note of missing and non-applicable values in the dataset, which are coded as -98 or -99 (see Codebook in Section 2.2).

⁴ This includes changes in the following variables only: `mat_m_ld_bb`, `mat_m_ld_ab`, `mat_v_ld_bb`, `mat_v_ld_ab`, `pat_ld`, `jp_ld_m`, `jp_ld_p`, `par1_ld`, `par2_ld` and `par3_ld`. Sources for changes in “complementary variables” can be found in the workbook (sheet “User notes and references”).

3.1. Austria

► Legislation in 1970

Maternity leave (BGBl. Nr. 76/1957, 1957)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Blum, 2010)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (BGBl. Nr. 240/1960, 1960)

- Job-protected leave duration for mothers (maximum duration): 12 months
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (BGBl 242/1960, 1960; BGBl. Nr. 240/1960, 1960)

- Paid parental leave duration (maximum duration): 10.5 months – for mothers only
- Paid parental leave duration (with the highest flat rate): 10.5 months – for mothers only
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1974: Extension of mandatory maternity leave duration to 16 weeks – 8 weeks before and 8 weeks after birth; reduction of paid parental leave duration with a flat rate to 10 months – for mothers only (BGBl. Nr. 178/1974, 1974)

1990: Extension of paid parental leave duration with a flat rate to 22 months – for mothers only; extension of job-protected leave duration to 24 months for mothers (BGBl. Nr. 408/1990, 1990)

2002: Extension of paid parental leave duration with a flat rate to 28 months and at least 6 months for the second parent; entitlement of co-parents to 24 months of job-protected leave (Kleven et al., 2024)

2008: Change in paid parental leave scheme – maximum duration of 28 months with a flat rate (incl. maternity leave and only if one parent applies) or of 36 months with a flat rate (incl. maternity leave and only if both parents apply for the payment, each for at least 6 months); highest-flat rate for 15 months (incl. maternity leave and only if one parent applies) or for 18 months (incl. maternity leave and only if both parents apply for the payment, each for at least 3 months) (Blum, 2010; Rille-Pfeiffer, 2008)

2010: Change in paid parental leave scheme – maximum duration of 28 months with a flat rate to be shared between parents (with additional 6 months only if the second parent applies for at least 6 months), 12 months (excl. maternity leave) with highest flat rate only if shared between parents with a minimum duration of 2 months for each parent, or 12 months (excl. maternity leave) with highest replacement rate only if shared between parents with a minimum duration of 2 months for each parent (BGBl. I Nr. 116/2009, 2009)

2017: Introduction of a 1-month co-parent leave; change in paid parental leave scheme – maximum duration of 26 months with a flat rate to be shared between parents and 7 months for second parent only, 10 months with highest flat rate to be shared between parents and 3 months for second parent only, or 10 months with highest replacement rate to be shared between parents and 2 months for second parent only (BGBl. I Nr. 53/2016, 2016)

2023: Change in job-protected leave scheme – 22 months to be shared between parents, including 2 non-transferrable months., can be extended to 24 months only if the other parent takes at least 2 months (BGBl. I Nr. 115/2023, 2023)

► Legislation in 2024

Maternity leave (Oesterreich.gv.at, 2024a, 2024b; Borchorst, 2003)

- Mandatory leave duration before birth: 8 weeks
- Mandatory leave duration after birth: 8 weeks

- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Bundesministerium für Arbeit und Wirtschaft, 2024b)

- Co-parent leave duration (maximum duration): 1 month

Job-protected leave after birth (BGBI. I Nr. 115/2023, 2023; Bundesministerium für Arbeit und Wirtschaft, 2024a)

- Job-protected leave duration for mothers (maximum duration): 22 months
- Job-protected leave duration for co-parents (maximum duration): 22 months

Paid parental leave (Kinderbetreuungsgeldgesetz, 2024)

- Paid parental leave duration (maximum duration): 26 months with additional 7 months if the second parent takes at least these 7 months
- Paid parental leave duration (with the highest flat rate): 10 months with additional 3 months if the second parent takes at least these 3 months
- Paid parental leave duration (with the highest replacement rate): 10 months with additional 2 months if the second parent takes at least these 2 months

3.2. Belgium

► Legislation in 1970

Maternity leave (OECD, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 6 weeks
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (OECD, 2024)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (OECD, 2024)

- Job-protected leave duration for mothers (maximum duration): 14 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (OECD, 2024)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1978: Introduction of a 3-day co-parent leave (Hibo, 2012)

1991: Introduction of a 1-week mandatory maternity leave before birth (Loi du 29 Décembre 1990 portant des dispositions sociales, 1990; OECD, 2024)

1998: Introduction of a 3-month paid parental leave with a flat rate – for each parent; extension of job-protected leave duration after birth to 5 months for mothers and 3 months for co-parents (Koninklijk besluit tot invoering van een recht op ouderschapsverlof in het kader van de onderbreking van de beroepsloopbaan, 1997)

1999: Change in maternity leave distribution – 7 voluntary weeks before birth and 8 voluntary weeks after birth (Wet houdende sociale bepalingen, 1999)

2002: Extension of co-parent leave duration to 10 working days (Omzendbrief Nr. 528, 2002)

2004: Change in maternity leave distribution –1 mandatory week before birth, 9 mandatory weeks after birth, and 5 voluntary weeks after birth; extension of job-protected leave duration to 3 months and 14 weeks for mothers (Programmawet, 2004)

2012: Extension of paid parental leave duration to 4 months – for each parent; extension of job-protected leave duration to 4 months and 14 weeks for mothers and to 4 months for co-parents (Marynissen et al., 2021)

2021: Extension of co-parent leave duration to 15 days (Programmawet, 2020)

2023: Extension of co-parent leave duration to 20 days (Programmawet, 2020)

► Legislation in 2024

Maternity leave (Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg, 2024a)

- Mandatory leave duration before birth: 1 week
- Mandatory leave duration after birth: 9 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 5 weeks

Co-parent leave (Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg, 2024b)

- Co-parent leave duration (maximum duration): 20 days

Job-protected leave after birth (Mortelmans & Fusulier, 2024)

- Job-protected leave duration for mothers (maximum duration): 4 months and 14 weeks

- Job-protected leave duration for co-parents (maximum duration): 4 months

Paid parental leave (Federale Overheidsdienst Werkgelegenheid, Arbeid en Sociaal Overleg, 2024c)

- Paid parental leave duration (maximum duration): 4 months for each parent
- Paid parental leave duration (with the highest flat rate): 4 months for each parent
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.3. Czechia

► Legislation in 1970

Maternity leave (Zákon č. 65/1965 Sb., 1965; Zákon č. 88/1968 Sb., 1968)

- Mandatory leave duration before birth: 4 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 14 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Zákon č. 42/1970 & Zákon ze dne 18. prosince 1969, kterým se mění a doplňuje zákoník práce, 1969)

- Job-protected leave duration for mothers (maximum duration): 2 years
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1971: Introduction of a paid parental leave until the child's 2nd birthday – for mothers only (Zákon č. 107/1971 Sb., 1971)

1985: Reduction of paid parental leave duration until the child's 1st birthday – for mothers only (Zákon č. 110/1984 Sb., 1984)

1987: Extension of the pre-birth mandatory maternity leave duration to 6 weeks (Zákon č. 52/1987 Sb., 1987)

1989: Extension of job-protected leave duration to 3 years – for mothers only (Zákon č. 188/1988 Sb., 1988)

1990: Entitlement of co-parents to paid parental leave and extension of paid parental leave duration – 2 years and 6.5 months with a flat rate to be shared between parents (Zákon č. 382/1990 Sb., 1990)

1995: Extension of paid parental leave duration until the child's 4th birthday with a flat rate – to be shared between parents (Zákon č. 117/1995 Sb., 1995)

2001: Entitlement of co-parents to job-protected leave until the child's 3rd birthday (Zákon č. 155/2000 Sb., 2000)

2004: Change in paid parental leave scheme – parents can work full time while receiving parental leave benefits: no paid parental leave (Zákon č. 453/2003 Sb., 2003)

2018: Introduction of a 1-week co-parent leave (Zákon č. 148/2017 Sb., 2017)

2022: Extension of co-parent leave duration to 2 weeks (Zákon č. 330/2021 Sb., 2021)

► Legislation in 2024

Maternity leave (Česká správa sociálního zabezpečení, 2024)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 14 weeks

Co-parent leave (Česká správa sociálního zabezpečení, 2024)

- Co-parent leave duration (maximum duration): 2 weeks

Job-protected leave after birth (Kocourková, 2024)

- Job-protected leave duration for mothers (maximum duration): 3 years

- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Kocourková, 2024)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.4. Denmark

► Legislation in 1970

Maternity leave (Borchorst, 2003)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 4 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 10 weeks

Co-parent leave (Borchorst, 2003)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Borchorst, 2003)

- Job-protected leave duration for mothers (maximum duration): 0
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (Borchorst, 2003)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1977: Change in maternity leave distribution – 14 voluntary weeks after birth (Borchorst, 2003)

1980: Extension of voluntary maternity leave duration to 18 weeks – 4 weeks before birth and 14 weeks after birth; introduction of job protection for maternity leave (Borchorst, 2003; Rasmussen, 2010)

1984: Introduction of a 2-week co-parent leave; introduction of 6-week paid parental leave with a replacement rate – to be shared between parents; extension of job-protected leave duration to 20 weeks for mothers and 8 weeks for co-parents (LBK Nr 63 af 21/02/1984, 1984)

1985: Extension of paid parental leave duration to 10 weeks with a replacement rate – to be shared between parents; extension of job-protected leave duration after birth to 24 weeks for mothers and 12 weeks for co-parents (LBK Nr 63 af 21/02/1984, 1984)

1994: Introduction of a 2-week mandatory maternity leave after birth; reduction of post-birth voluntary maternity leave duration to 12 weeks (LOV Nr 412 af 01/06/1994, 1994)

1998: Extension of co-parent leave duration to 4 weeks (LOV Nr 1111 af 29/12/1997, 1997)

2002: Change in paid parental leave scheme and extension of paid parental leave duration – maximum duration of 46 weeks with a replacement rate to be shared between or 32 weeks with the highest replacement rate to be shared between parents; extension of job-protected leave duration to 60 weeks for mothers and to 46 weeks for co-parents (LBK Nr 711 af 20/08/2002, 2002; Andersen, 2018)

2022: Change in paid parental leave scheme such that each parent has 13 transferrable and 9 non-transferrable weeks with a replacement rate (the duration with the highest replacement rate is the same); reduction of job-protected leave duration to 56 weeks for mothers and 48 for co-parents (Beskæftigelsesministeriet, 2024)

► Legislation in 2024

Maternity leave (LBK Nr 184 af 27/02/2024, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 2 weeks
- Voluntary maternity leave duration before birth (maximum duration): 4 weeks
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (LBK Nr 184 af 27/02/2024, 2024)

- Co-parent leave duration (maximum duration): 2 weeks

Job-protected leave after birth (Beskæftigelsesministeriet, 2024)

- Job-protected leave duration for mothers (maximum duration): 56 weeks
- Job-protected leave duration for co-parents (maximum duration): 48 weeks

Paid parental leave (Beskæftigelsesministeriet, 2024)

- Paid parental leave duration (maximum duration): 26 weeks to be shared between parents and 9 for each parent
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 26 weeks to be shared between parents and 9 for each parent

3.5. Estonia

► Legislation in 1970

Maternity leave (NSV Liidu Ja Liiduvabariikide Tööseadusandluse Alused, 1970)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 56 days
- Voluntary maternity leave duration after birth (maximum duration): 56 days

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (NSV Liidu Ja Liiduvabariikide Tööseadusandluse Alused, 1970)

- Job-protected leave duration for mothers (maximum duration): 12 months
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1982: Introduction of a 1-year paid parental leave with a flat rate – for mothers only; extension of job-protected leave duration to 18 months for mothers (Eesti NSV Ministrite Nõukogu Ja Eesti NSV Ametiühingute Nõukogu 29. Septembri 1981. a. Määrus Nr. 597, 1981)

1989: Extension of paid parental leave duration to 18 months with a flat rate – for mothers only; extension of job-protected leave duration to 3 years for mothers (Eesti NSV Ministrite Nõukogu Ja Eesti NSV Ametiühingute Nõukogu 31. Märtsi 1989. a. Määrus Nr. 128., 1989)

1991: Extension of pre-birth voluntary maternity leave duration to 70 days; entitlement of co-parents to paid parental leave and extension of paid parental leave duration – 3 years with a flat rate to be shared between parents; extension of job-protected leave duration to 3 years for mothers and co-parents (Karu & Pall, 2009)

2002: Extension of post-birth voluntary maternity leave duration to 70 days; introduction of a 14-day co-parent leave (Puhkuseseadus–Riigi Teataja, 2001)

2004: Change in paid parental leave scheme – 225 days with a replacement rate to be shared between parents (Karu & Pall, 2009; Abdullayev & Puur, 2024; Vanemahüvitise Seadus–Riigi Teataja, 2003)

2006: Extension of paid parental leave duration to 315 days with a replacement rate – to be shared between parents (Riiklike Peretoetuste Seaduse, Sotsiaalhoolekande Seaduse, Puuetega Inimeste Sotsiaaltoetuste Seaduse Ja Vanemahüvitise Seaduse Muutmise Seadus–Riigi Teataja, 2006)

2008: Extension of paid parental leave duration to 435 days with a replacement rate – to be shared between parents (Vanemahüvitise Seaduse Muutmise Seadus–Riigi Teataja, 2007)

2020: Extension of co-parent leave duration to 30 days (Töölepingu Seadus, 2020)

2022: Reduction of total maternity leave duration to 100 days and change in distribution – 70 voluntary days before birth and 30 voluntary days after birth; extension of paid parental leave duration to 475 days with a replacement rate – to be shared between parents (Pall, 2022; Perehüvitiste Seadus–Riigi Teataja, 2022)

► Legislation in 2024

Maternity leave (Sotsiaalkindlustusamet, 2024a; Töölepingu Seadus–Riigi Teataja, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 70 days
- Voluntary maternity leave duration after birth (maximum duration): 30 days

Co-parent leave (Sotsiaalkindlustusamet, 2024b; Töölepingu Seadus–Riigi Teataja, 2024)

- Co-parent leave duration (maximum duration): 30 days

Job-protected leave after birth (Pall, 2024; Töölepingu Seadus–Riigi Teataja, 2024)

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Sotsiaalkindlustusamet, 2024c; Töölepingu Seadus–Riigi Teataja, 2024)

- Paid parental leave duration (maximum duration): 475 days to be shared between parents
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 475 days to be shared between parents

3.6. Finland

► Legislation in 1970

Maternity leave (Sairausvakuutuslaki 364/1963, 1963)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 3 weeks (18 working days)
- Voluntary maternity leave duration after birth (maximum duration): 6 weeks (36 working days)

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Sairausvakuutuslaki 364/1963, 1963)

- Job-protected leave duration for mothers (maximum duration): 6 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1971: Extension of voluntary maternity leave duration to 72 working days – 24 working days before and 48 working days after birth; extension of job-protected leave duration to 48 working days for mothers (OECD, 2024)

1974: Extension of voluntary maternity leave duration to 174 working days – 24 working days before and 150 working days after birth; extension of job-protected leave duration to 150 working days for mothers (Rønsen & Sundström, 2002)

1978: Extension of voluntary maternity leave duration to 186 working days – 24 working days before and 162 working days after birth; extension of job-protected leave duration to 162 working days for mothers (Laki sairausvakuutuslain muuttamisesta 1086/1977, 1977)

1980: Extension of voluntary maternity leave duration to 198 working days – 24 working days before and 174 working days after birth; extension of job-protected leave duration to 174 working days for mothers (OECD, 2024)

1982: Extension of voluntary maternity leave duration to 258 working days – 25 working days before and 233 working days after birth; extension of job-protected leave duration to 233 working days for mothers (Laki sairausvakuutuslain muuttamisesta 471/1981, 1981)

1985: Reduction of voluntary maternity leave duration to 100 working days – 25 working days before and 75 working days after birth; introduction of a 158-working day paid parental leave with a replacement rate – to be shared between parents; extension of job-protected leave duration to 233 working days for mothers and 158 working days for co-parents (Laki sairausvakuutuslain muuttamisesta 32/1985, 1985)

1987: Extension of voluntary maternity leave duration to 105 working days – 30 working days before and 75 working days after birth (Laki sairausvakuutuslain 23 §:N muuttamisesta 981/1986, 1986)

1991: Introduction of a 6-working day co-parent leave; extension of paid parental leave duration to 170 working days with a replacement rate – to be shared between parents; extension of job-protected leave duration to 245 working days for mothers and to 176 working days for co-parents (Laki sairausvakuutuslain muuttamisesta 1324/1990, 1990)

1993: Extension of co-parent leave duration to 18 working days; extension of job-protected leave duration to 188 working days for co-parents; reduction of paid parental leave duration to 158 days (Laki sairausvakuutuslain muuttamisesta 1653/1992, 1992)

1998: Change in maternity leave distribution – 2 mandatory weeks before birth, 2 mandatory weeks after birth, 3 voluntary weeks before birth and 10.5 voluntary weeks after birth. (Säädöskokoelma 357/1998, 1998)

2013: Extension of co-parent leave duration to 54 working days; extension of job-protected leave duration to 224 working days for co-parents (Laki sairausvakuutuslain muuttamisesta 903/2012, 2012)

2022: Reduction of maternity leave duration to 40 working days – 14 working days before and 26 working days after birth, among which 2 weeks before birth and 2 weeks after birth are mandatory; change in paid parental leave scheme and extension of paid parental leave duration to 320 working days with a replacement rate – 126 working days to be shared between parents and 97 working days for each parent; repeal of co-parent leave; extension of job-protected leave duration to 249 working days for mothers and reduction of job-protected leave duration to 233 working days for co-parents (Laki sairausvakuutuslain muuttamisesta 28/2022, 2022)

► Legislation in 2024

Maternity leave (Työ- ja elinkeinoministeriö Arbets- och näringsministeriet, 2024)

- Mandatory leave duration before birth: 2 weeks
- Mandatory leave duration after birth: 2 weeks
- Voluntary maternity leave duration before birth (maximum duration): 2 working days
- Voluntary maternity leave duration after birth (maximum duration): 14 working days

Co-parent leave (Työ- ja elinkeinoministeriö Arbets- och näringsministeriet, 2024)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Miettinen et al., 2024)

- Job-protected leave duration for mothers (maximum duration): 249 working days
- Job-protected leave duration for co-parents (maximum duration): 223 working days

Paid parental leave (Työ- ja elinkeinoministeriö Arbets- och näringsministeriet, 2024)

- Paid parental leave duration (maximum duration): 126 working days to be shared between parents and 97 for each parent, 320 working days in total

- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 126 working days to be shared between parents and 97 for each parent, 320 working days in total

3.7. France

► Legislation in 1970

Maternity leave (Décret N°68-351 du 19 Avril 1968 relatif à l'assurance volontaire maladie et maternité gérée par le régime général des salariés ou assimilés des professions non-agricoles, 1968)

- Mandatory leave duration before birth: 8 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Décret N°68-351 du 19 Avril 1968 relatif à l'assurance volontaire maladie et maternité gérée par le régime général des salariés ou assimilés des professions non-agricoles, 1968)

- Job-protected leave duration for mothers (maximum duration): 8 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1977: Introduction of a 2-year job-protected leave – for mothers only (Loi N°77-766 du 12 Juillet 1977 Congé parental d'éducation, congé post-natal, 1977)

1978: Change in maternity leave distribution – 6 voluntary weeks before birth and 10 weeks after birth, 8 mandatory and 2 voluntary (Loi N°78-730 du 12 Juillet 1978 portant diverses mesures en faveur de la maternité, 1978)

1984: Entitlement of co-parents to job-protected leave – 2 years for mothers and for co-parents (Loi N°84-9 du 4 Janvier 1984 portant modification du code du travail et relatif au congé parental d'éducation et au travail à mi-temps des parents d'un jeune enfant, 1984)

2002: Introduction of a 14-day co-parent leave – 3 working days and 11 calendar days (Loi N° 2001-1246 du 21 Décembre 2001 de financement de la sécurité sociale pour 2002, 2001)

2004: Introduction of a 6-month paid parental leave with a flat rate – to be shared between parents (Joseph et al., 2013; Collombet, 2021); extension of job-protected leave duration to 3 years for mothers and for co-parents (Article L122-28-1 du Code du travail, 2004)

2015: Change in paid parental leave scheme – 6 months with a flat rate for each parent (Collombet, 2021; Périvier & Verdugo, 2024)

2021: Extension of co-parent leave duration to 28 days – 3 working days and 25 calendar days (Article L1225-35 du Code du travail, 2021)

► Legislation in 2024

Maternity leave (Service Public, 2024a)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 6 weeks
- Voluntary maternity leave duration after birth (maximum duration): 2 weeks

Co-parent leave (Service Public, 2024b)

- Co-parent leave duration (maximum duration): 28 days

Job-protected leave after birth (Service Public, 2024c)

- Job-protected leave duration for mothers (maximum duration): 3 years

- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Service Public, 2024d)

- Paid parental leave duration (maximum duration): 6 months for each parent
- Paid parental leave duration (with the highest flat rate): 6 months for each parent
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.8. Germany

► Legislation in 1970

Maternity leave (Neufassung des Mutterschutzgesetzes, 1968; Evertsson et al., 2016)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Neufassung des Mutterschutzgesetzes, 1968)

- Job-protected leave duration for mothers (maximum duration): 8 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration) - Dimension 1: 0
- Paid parental leave duration (with highest monthly flat rate) - Dimension 2: Not applicable
- Paid parental leave duration (with highest replacement rate) - Dimension 3: Not applicable

► Reforms

1979: Introduction of a 4-month paid parental leave with a replacement rate – for mothers only; extension of job-protected leave duration to 6 months for mothers (Evertsson et al., 2016; OECD, 2024)

1986: Entitlement of co-parents to paid parental leave, change in paid parental leave scheme and extension of paid parental leave duration – 8 months with a flat rate to be shared between parents; extension of job-protected leave duration to 10 months for

mothers and to 8 months for co-parents (Gesetz über die Gewährung von Erziehungsgeld und Erziehungsurlaub, 1985)

1988: Extension of paid parental leave duration to 10 months with a flat rate – to be shared between parents; extension of job-protected leave duration to 12 months for mothers and to 10 months for co-parents (Gesetz über die Gewährung von Erziehungsgeld und Erziehungsurlaub, 1985; Gangl & Ziefle, 2015)

1989: Extension of paid parental leave duration to 13 months with a flat rate – to be shared between parents; extension of job-protected leave duration to 15 months for mothers and to 13 months for co-parents (Gangl & Ziefle, 2015)

1990: Extension of paid parental leave duration to 16 months with a flat rate; extension of job-protected leave duration to 18 months for mothers and to 16 months for co-parents (Gangl & Ziefle, 2015)

1992: Extension of job-protected leave duration to 36 months for mothers and for co-parents (Neufassung Des Bundeserziehungsgeldgesetzes, 1992; Zoch, 2024)

1993: Extension of paid parental leave duration to 22 months with a flat rate – to be shared between parents (Neufassung Des Bundeserziehungsgeldgesetzes, 1992)

2001: Change in paid parental leave scheme – maximum duration of 22 months with a flat rate to be shared between parents or 10 months with the highest flat rate to be shared between parents (Bekanntmachung Der Neufassung Des Bundeserziehungsgeldgesetzes, 2001)

2007: Change in paid parental leave scheme and reduction of paid parental leave duration – 12 months with a replacement rate to be shared between parents and 2 months with a replacement rate for the second parent (Gesetz zur Einführung des Elterngeldes, 2006; Blum, 2010; Kluve & Tamm, 2013)

2015: Change in paid parental leave scheme and extension of paid parental leave duration – maximum duration of 24 months with a replacement rate to be shared between parents and 4 months with a replacement rate for the second parent, or 12 months with the highest

replacement rate to be shared between parents and 2 months with the highest flat rate for the second parent (Gesetz zur Einführung des Elterngeld Plus mit Partnerschaftsbonus und einer flexibleren Elternzeit im Bundeselterngeld und Elternzeitgesetz, 2014; Senatsverwaltung für Bildung, Jugend und Familie, 2024)

► Legislation in 2024

Maternity leave (Bundesministerium für Familie, Senioren, Frauen und Jugend, 2024b)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Reimer et al., 2024)

- Co-parent leave duration (maximum duration): 0

Job protected leave after birth (Bundesministerium für Familie, Senioren, Frauen und Jugend, 2024a; Reimer et al., 2024)

- Job-protected leave duration for mothers (maximum duration): 36 months
- Job-protected leave duration for co-parents (maximum duration): 36 months

Paid parental leave (Bundesministerium für Familie, Senioren, Frauen und Jugend, 2024a)

- Paid parental leave duration (maximum duration): 24 months to be shared between parents and 4 months for the second parent
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): 12 months to be shared between parents and 2 months for the second parent

3.9. Greece

► Legislation in 1970

Maternity leave (Wikander et al., 1995; OECD, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 6 weeks
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Wikander et al., 1995)

- Job-protected leave duration for mothers (maximum duration): 6 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1982: Change in maternity leave distribution – 12 mandatory weeks after birth; extension of job-protected leave duration to 12 weeks (Law 1302/1982, Government Gazette 133/A/1982, 1982)

1984: Change in maternity leave distribution – 7 mandatory weeks before birth and 7 mandatory weeks after birth; extension of job-protected leave duration to 3 months and 7 weeks for mothers and to 3 months for co-parents (Ε.Γ.Σ.Σ.Ε. 1984, 1984)

1989: Extension of pre-birth mandatory maternity leave duration to 52 days; extension of post-birth mandatory maternity leave duration to 53 days; extension of job-protected leave duration to 3 months and 53 days for mothers (Ε.Γ.Σ.Σ.Ε. 1989, 1989)

1993: Extension of pre-birth mandatory maternity leave and post-birth mandatory maternity leave durations to 8 weeks each; introduction of a 1-day co-parent leave; extension of job-protected leave duration to 5.5 months for mothers and 3.5 months for co-parents (Ε.Γ.Σ.Σ.Ε. 1993, 1993)

2000: Extension of post-birth mandatory maternity leave duration to 9 weeks; extension of co-parent leave duration to 2 days; extension of job-protected leave duration to 5.5 months and 1 week for mothers (ΝΟΜΟΣ ΥΠ' ΑΡΙΘ. 2874, 2000)

2012: Extension of job-protected leave duration to 6 months and 1 week for mothers and to 4 months for co-parents (ΝΟΜΟΣ ΥΠ' ΑΡΙΘ. 4075, 2012)

2021: Extension of co-parent leave duration to 14 days; introduction of a 2-month paid parental leave with a flat rate – for each parent (ΝΟΜΟΣ ΥΠ' ΑΡΙΘ. 4808, 2021)

► Legislation in 2024

Maternity leave (Υπουργείο Εργασίας και Κοινωνικής Ασφάλισης, 2024)

- Mandatory leave duration before birth: 8 weeks
- Mandatory leave duration after birth: 9 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Hatzivarnava-Kazassi & Karamessini, 2024)

- Co-parent leave duration (maximum duration): 14 days

Job-protected leave after birth (Hatzivarnava-Kazassi & Karamessini, 2024)

- Job-protected leave duration for mothers (maximum duration): 6 months and 1 week
- Job-protected leave duration for co-parents (maximum duration): 4 months

Paid parental leave (Hatzivarnava-Kazassi & Karamessini, 2024)

- Paid parental leave duration (maximum duration): 2 months for each parent
- Paid parental leave duration (with the highest flat rate): 2 months for each parent
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.10. Hungary

► Legislation in 1970

Maternity leave (OECD, 2022a)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 6 weeks
- Voluntary maternity leave duration after birth (maximum duration): 6 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (OECD, 2022b)

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (5/1969. (I. 28.) Korm. Rendelet a Gyermekgondozási Segélyről Szóló 3/1967. (I. 29.) Korm. Rendelet Módosításáról, 1969; Korintus & Stropnik, 2009; OECD, 2022b)

- Paid parental leave duration (maximum duration): 2 years and 10.5 months – for mothers only
- Paid parental leave duration (with the highest flat rate): 2 years and 10.5 months – for mothers only
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1982: Entitlement of co-parents to paid parental leave after the child's 1st birthday – 1 year for mothers only and 2 years to be shared between parents; extension of job-protected leave duration to 2 years for co-parents (10/1982. (IV. 16.) MT Rendelet a Gyermekgondozási Segélyről, 1982)

1985: Change in paid parental leave scheme – 10.5 months with a replacement rate for mothers only and 2 years with a flat rate to be shared between parents (1/1985. (I. 17.) ME Rendelet Egyes Társadalombiztosítási Rendelkezők Módosításáról, 1985; 3/1985. (I. 17.) MT Rendelet a Társadalombiztosításról Szóló 1975. Évi II. Törvény Végrehajtása Tárgyában Kiadott 17/1975. (VI. 14.) MT Rendelet Módosításáról, Valamint a Nyugellátások És Egyéb Ellátások Kiegészítéséről, Illetőleg Emeléséről, 1985)

1986: Change in paid parental leave scheme – 16.5 months with a replacement rate for mothers only and 1.5 years with a flat rate to be shared between parents (5/1986. (II. 27.) MT Rendelet a Társadalombiztosításról Szóló 1975. Évi II. Törvény Végrehajtása Tárgyában Kiadott 17/1975. (VI. 14.) MT Rendelet Módosításáról, 1986)

1988: Change in paid parental leave scheme – 22.5 months with a replacement rate for mothers only and 1 year with a flat rate to be shared between parents (56/1987. (XI. 6.) MT Rendelet a Társadalombiztosításról Szóló 1975. Évi II. Törvény Végrehajtása Tárgyában Kiadott 17/1975. (VI. 14.) MT Rendelet Módosításáról, 1987; Korintus & Stropnik, 2009)

1992: Change in maternity leave distribution – 24 voluntary weeks after birth (1992. Évi XXII. Törvény a Munka Törvénykönyvéről, 1992)

1996: Reduction in paid parental leave duration and change in paid parental leave scheme – 2.5 years with a flat rate to be shared between parents (1995. Évi XLVIII. Törvény a Gazdasági Stabilizációt Szolgáló Egyes Törvénymódosításokról - Törvények És Országgyűlési Határozatok, 1995)

2000: Change in paid parental leave scheme – 18 months with a replacement rate and 1 year with a flat rate to be shared between parents (1998. Évi LXXXIV. Törvény a Családok Támogatásáról - Hatályos Jogszabályok Gyűjteménye, 1998; OECD, 2024)

2002: Introduction of a 5-day co-parent leave (OECD, 2024; Orosz, 2024)

2006: Reduction in paid parental leave duration and change in paid parental leave scheme – 18 months with a replacement rate to be shared between parents (Korintus, 2006)

2014: Introduction of a 2-week mandatory maternity leave after birth; reduction of post-birth voluntary maternity leave to 22 weeks (2012. Évi I. Törvény a Munka Törvénykönyvéről, 2012; Korintus, 2014); reduction in paid parental leave duration to about 6 months with a replacement rate – to be shared between parents (1997. Évi LXXXIII. Törvény - Nemzeti Jogszabálytár, 1997)

2016: Reduction of paid parental leave duration to 2 weeks with a replacement rate – to be shared between parents (1997. Évi LXXXIII. Törvény - Nemzeti Jogszabálytár, 1997; 1998. Évi LXXXIV. Törvény a Családok Támogatásáról - Hatályos Jogszabályok Gyűjteménye, 1998; Korintus & Gábos, 2016)

2023: Introduction of a 44-working day paid parental leave with a replacement rate as an individual entitlement for each parent (2012. Évi I. Törvény a Munka Törvénykönyvéről, 2012); extension of co-parent leave duration to 10 days (2012. Évi I. Törvény, 2023)

► Legislation in 2024

Maternity leave (Magyar Államkincstár, 2024b)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 2 weeks
- Voluntary leave duration before birth (maximum duration): 0
- Voluntary leave duration after birth (maximum duration): 22 weeks

Co-parent leave (Magyar Államkincstár, 2024a)

- Co-parent leave duration (maximum duration): 10 days

Job protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Magyar Államkincstár, 2024c; OECD, 2022b)

- Paid parental leave duration (maximum duration): 2 weeks to be shared between parents and 44 days for each parent
- Paid parental leave duration (with the highest flat rate): 0

- Paid parental leave duration (with the highest replacement rate): 2 weeks to be shared between parents and 44 days for each parent

3.11. Ireland

► Legislation in 1970

Maternity leave (OECD, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 12 weeks

Co-parent leave (OECD, 2024)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (OECD, 2024)

- Job-protected leave duration for mothers (maximum duration): 0
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (OECD, 2024; Ryan, 2020)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1981: Introduction of mandatory maternity leave – 4 weeks before and 4 weeks after birth; reduction of post-birth voluntary maternity leave duration to 10 weeks; introduction of a 14-week job-protected leave – for mothers only (Maternity Protection of Employees Act, 1981)

1998: Entitlement of co-parents to job-protected leave; extension of job-protected leave duration to 28 weeks for mothers and to 14 weeks for co-parents (Parental Leave Act, 1998)

2001: Extension of post-birth voluntary maternity leave duration to 18 weeks; extension of job-protected leave duration to 36 weeks for mothers (S.I. No. 29/2001, 2001)

2004: Change in maternity leave distribution – 2 mandatory weeks before birth, 4 mandatory weeks after birth and 20 voluntary weeks after birth; extension of job-protected leave duration to 38 weeks for mothers (Maternity Protection (Amendment) Act, 2004)

2006: Extension of post-birth voluntary maternity leave duration to 28 weeks; extension of job-protected leave duration to 46 weeks for mothers (S.I. No. 51/2006, 2006)

2007: Extension of post-birth voluntary maternity leave duration to 36 weeks; extension of job-protected leave duration to 54 weeks for mothers (S.I. No. 51/2006, 2006)

2013: Extension of job-protected leave duration to 58 weeks for mothers and to 18 weeks for co-parents (S.I. No. 81/2013, 2013)

2016: Introduction of a 2-week co-parent leave (Paternity Leave and Benefit Act, 2016)

2019: Introduction of a 2-week paid parental leave with a flat rate – for each parent (Parent's Leave and Benefit Act, 2019); extension of job-protected leave duration to 64 weeks for mothers and to 26 weeks for co-parents (Parental Leave (Amendment) Act, 2019)

2020: Extension of job-protected leave duration to 68 weeks for mothers and to 30 weeks for co-parents (Parental Leave (Amendment) Act, 2019)

2021: Extension of paid parental leave duration to 5 weeks with a flat rate – for each parent; extension of job-protected leave duration to 71 weeks for mothers and 33 weeks for co-parents (Family Leave and Miscellaneous Provisions Act, 2021)

2022: Extension of paid parental leave duration to 7 weeks with a flat rate – for each parent; extension of job-protected leave duration to 73 weeks for mothers and to 35 weeks for co-parents (S.I. No. 333/2022, 2022)

2024: Extension of paid parental leave duration to 9 weeks – for each parent; extension of job-protected leave duration to 75 weeks for mothers and to 37 weeks for co-parents (S.I. No. 300/2024, 2024)

► **Legislation in 2024**

Maternity leave (Health Service Executive, 2024a)

- Mandatory leave duration before birth: 2 weeks
- Mandatory leave duration after birth: 4 weeks
- Voluntary leave duration before birth (maximum duration): 0
- Voluntary leave duration after birth (maximum duration): 36 weeks

Co-parent leave (Health Service Executive, 2024d)

- Co-parent leave duration (maximum duration): 2 weeks

Job protected leave after birth (Health Service Executive, 2024b)

- Job-protected leave duration for co-parents (maximum duration): 75 weeks
- Job-protected leave duration for co-parents (maximum duration): 37 weeks

Paid parental leave (Health Service Executive, 2024c)

- Paid parental leave duration (maximum duration): 9 weeks for each parent
 - Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 9 weeks for each parent

3.12. Italy

► Legislation in 1970

Maternity leave (Legge 26 Agosto 1950, n. 860, 1950)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Legge 26 Agosto 1950, n. 860, 1950)

- Job-protected leave duration for mothers (maximum duration): 1 year
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1972: Extension of pre-birth mandatory maternity leave duration to 2 months; extension of post-birth mandatory maternity leave duration to 3 months; introduction of a 6-month paid parental leave with a replacement rate – for mothers only (Legge 30 Dicembre 1971, n. 1204, 1971)

2000: Entitlement of co-parents to paid parental leave – 6 months with a replacement rate to be shared between parents; extension of job-protected leave duration to 6 months for co-parents (Decreto Legislativo n. 151, 2001; Legge 8 Marzo 2000, n. 53, 2000)

2013: Introduction of a 1-day co-parent leave (Legge 28 Giugno 2012, n. 92, 2012)

2016: Extension of co-parent leave duration to 2 days (Legge 28 Dicembre 2015 , n. 208, 2015)

2018: Extension of co-parent leave duration to 4 days (Legge 11 Dicembre 2016, n. 232, 2016)

2019: Extension of co-parent leave duration to 5 days (Legge 30 Dicembre 2018, n. 145, 2018)

2020: Extension of co-parent leave duration to 7 days (Legge 27 Dicembre 2019, n. 160, 2019)

2021: Extension of co-parent leave duration to 10 days (Legge 30 Dicembre 2020, n. 178, 2020)

2023: Change in paid parental leave scheme – 3 months to be shared between parents and 3 months for each parent with a replacement rate (Decreto Legislativo 30 Giugno 2022, n. 105, 2022)

► Legislation in 2024

Maternity leave (Istituto Nazionale Previdenza Sociale, 2024c)

- Mandatory leave duration before birth: 2 months
- Mandatory leave duration after birth: 3 months
- Voluntary leave duration before birth (maximum duration): 0
- Voluntary leave duration after birth (maximum duration): 0

Co-parent leave (Istituto Nazionale Previdenza Sociale, 2024a)

- Co-parent leave duration (maximum duration): 10 days

Job protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 1 year
- Job-protected leave duration for co-parents (maximum duration): 6 months and 10 days

Paid parental leave (Istituto Nazionale Previdenza Sociale, 2024b)

- Paid parental leave duration (maximum duration): 3 months to be shared between parents and 3 months for each parent
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 3 months to be shared between parents and 3 months for each parent

3.13. Lithuania

► Legislation in 1970

Maternity leave (Marcinkevičienė, 2008)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 56 days
- Voluntary maternity leave duration after birth (maximum duration): 56 days

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Brazienė & Vyšniauskienė, 2021)

- Job-protected leave duration for mothers (maximum duration): 6 months
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1972: Extension of job-protected leave duration to 1 year – for mothers only (Lietuvos Tarybų Socialistinės Respublikos Darbo Įstatymų Kodeksas, 1972)

1982: Extension of job-protected leave duration to 18 months for mothers; introduction of a 12-month paid parental leave with a flat rate, maternity leave included (Brazienė & Vyšniauskienė, 2021; Stankūnienė et al., 2013)

1989: Extension of job-protected leave duration to 3 years – for mothers only, 18 months are paid (maternity leave included) and the remaining duration is unpaid (Brazienė & Vyšniauskienė, 2021)

1991: Extension of pre-birth voluntary maternity leave to 70 days; entitlement of co-parents to paid parental leave and extension of paid parental leave duration – 36 months with a flat rate to be shared between parents, maternity leave included; entitlement of co-parents to the 3-year job-protected leave (Nr. I-831, 1990; Stankūnienė, 1992; Stankūnienė, Maslauskaitė & Baublytė, 2013))

1995: Reduction of paid parental leave duration to 12 months with a replacement rate, maternity leave included (Nr. I-623, 1994)

2006: Introduction of a 1-month co-parent leave (Nr. X-659, 2006)

2008: Extension of paid parental leave duration with a replacement rate to 24 months, maternity leave included – to be shared between parents (Nr. X-1338, 2007)

2023: Change in paid parental leave scheme with two options – a) maximum duration of 24 months with a replacement rate to be shared between parents and 2 months with a replacement rate for each parent or b) 18 months with the highest replacement rate to be shared between parents and 2 months with the highest replacement rate for each parent (Nr. XIV-1190, 2022)

► Legislation in 2024

Maternity leave (Lietuvos Respublikos socialinės apsaugos ir darbo ministerija, 2024a; Braziene & Vysniauskiene, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 70 days
- Voluntary maternity leave duration after birth (maximum duration): 56 days

Co-parent leave (Braziene & Vysniauskiene, 2024)

- Co-parent leave duration (maximum duration): 30 days

Job-protected leave after birth (Braziene & Vysniauskiene, 2024)

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Braziene & Vysniauskiene, 2024; Lietuvos Respublikos socialinės apsaugos ir darbo ministerija, 2024b)

- Paid parental leave duration (maximum duration): 18 months to be shared between parents and 2 months for each parent, 24 months in total
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): 12 months to be shared between parents and 2 months for each parent, 18 months in total

3.14. The Netherlands

► Legislation in 1970

Maternity leave (Begall & Grunow, 2015; OECD, 2024; Zaken, 2017)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 12 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 0
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration) - Dimension 1: 0
- Paid parental leave duration (with highest monthly flat rate) - Dimension 2: Not applicable
- Paid parental leave duration (with highest replacement rate) - Dimension 3: Not applicable

► Reforms

1976: Introduction of a 12-week job-protected leave – for mothers only (OECD, 2024; Tot wijziging van het Burgerlijk Wetboek in verband met een ontslagverbod bij huwelijk, zwangerschap en bevalling, 1976)

1990: Introduction of a 4-week mandatory maternity leave before birth (Wet van 22 februari 1990 tot wijziging van de Ziektewet, 1990)

1991 Entitlement of co-parents to job-protected leave and extension of job-protected leave duration to 25 weeks for mothers and to 13 weeks for co-parents (Bruning & Plantenga, 1999)

2001: Introduction of a 2-day co-parent leave; extension of job-protected leave duration to 13 weeks and 2 days for co-parents (Wet arbeid en zorg, 2001)

2009: Extension of job-protected leave duration to 38 weeks for mothers and to 26 weeks and 2 days for co-parents (Wet arbeid en zorg, 2009; Begall & Grunow, 2015)

2010: Change in maternity leave distribution – 4 mandatory weeks before, 6 mandatory after and 6 voluntary after birth (Groenendijk & Keuzenkamp, 2010)

2019: Extension of co-parent leave duration to 1 week; extension of job-protected leave duration to 27 weeks for co-parents (Wet van 14 november 2018 tot wijziging van de Wet arbeid en zorg, 2018)

2020: Extension of partner leave duration to 6 weeks; extension of job-protected leave duration to 32 weeks for co-parents (Wet Invoering Extra Geboorteverlof, 2020)

2022: Introduction of a 9-week paid parental leave with a replacement rate – for each parent (Besluit van 26 april 2022, houdende wijziging van de percentages, bedoeld in artikel 6 van de Wet betaald ouderschapsverlof, 2022)

► Legislation in 2024

Maternity leave (Rijksoverheid, 2024c)

- Mandatory leave duration before birth: 4 weeks
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 6 weeks

Co-parent leave (Rijksoverheid, 2024a)

- Co-parent leave duration (maximum duration): 6 weeks

Job protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 38 weeks
- Job-protected leave duration for co-parents (maximum duration): 32 weeks

Paid parental leave (Rijksoverheid, 2024b)

- Paid parental leave duration (maximum duration): 9 weeks for each parent
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): 9 weeks for each parent

3.15. Norway

► Legislation in 1970

Maternity leave (Skevik and Hatland, 2008; Carneiro et al., 2015; Brandth & Kvande, 2020, Lillebø et al., 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 12 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Brandth & Kvande, 2020)

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Ostner & Schmitt, 2008)

- Job-protected leave duration for mothers (maximum duration): 12 weeks
- Job-protected leave duration (maximum duration): 0

Paid parental leave (Brandth & Kvande, 2020; Lillebø et al., 2024)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): Not applicable

► Reforms

1977: Reduction of post-birth mandatory maternity leave to 6 weeks; introduction of a 12-week paid parental leave with a replacement rate – can be shared between parents; entitlement of co-parents to job-protected leave and extension of job-protected leave duration to 1 year for mothers and co-parents (Lillebø et al., 2024)

1978: Introduction of a 2-week co-parent leave (Brandth & Kvande, 2020; Lillebø et al., 2024)

1987: Extension of paid parental leave duration to 14 weeks with a replacement rate – can be shared between parents; extension of job-protected leave duration to 1 year and 20 weeks for mothers and to 1 year and 16 weeks for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

1988: Extension of paid parental leave duration to 16 weeks with a replacement rate – can be shared between parents; extension of job-protected leave duration to 1 year and 22 weeks for mothers and to 1 year and 18 weeks for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

1989: Extension of paid parental leave duration to 24 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 24 weeks with a replacement rate that can be shared between parents or 18 weeks with the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 1 year and 30 weeks for mothers and to 1 year and 26 weeks for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

1990: Extension of paid parental leave duration to 29 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 29 weeks with a replacement rate that can be shared between parents or 22 weeks with the highest replacement that can be shared between parents; extension of job-protected leave duration to 1 year and 35 weeks for mothers and 1 year and 31 weeks for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

1991: Introduction of a 2-week mandatory maternity leave before birth; extension of paid parental leave duration to 32 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration is 32 weeks with a replacement that can be shared between parents or 24 weeks with the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 1 year and 38 weeks for mothers and to 1 year and 34 weeks for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

1992: Extension of paid parental leave duration to 36.4 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 36.4 weeks with a replacement rate that can be shared between parents or 27 weeks with

the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 1 year and 42 weeks for mothers and to 1 year and 38 weeks for co-parents (Corekcioglu et al., 2024)

1993: Extension of pre-birth mandatory maternity leave duration to 3 weeks; extension of co-parent leave duration to 6 weeks; extension of paid parental leave duration to 39 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 39 weeks with a replacement rate that can be shared between parents or 29 weeks with the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 1 year and 45 weeks for mothers and for co-parents (Brandth & Kvande, 2020; Corekcioglu et al., 2024)

2005: Extension of co-parent leave duration to 7 weeks; extension of job-protected leave duration to 1 year and 46 weeks for co-parents (LOV-2005-06-17-66, 2005; Brandth & Kvande, 2020; Corekcioglu et al., 2024)

2006: Extension of co-parent leave duration to 8 weeks; extension of job-protected leave duration to 1 year and 47 weeks for co-parents (LOV-2006-06-16-21, 2006; Brandth & Kvande, 2020)

2009: Extension of co-parent leave duration to 12 weeks; reduction of paid parental leave duration to 37 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 37 weeks with a replacement rate that can be shared between parents or 27 weeks with the highest replacement rate that can be shared between parents; reduction in job-protected leave duration to 1 year for each parent and 43 weeks for mothers and extension of job-protected leave duration to 1 year and 49 weeks for co-parents (Brandth & Kvande, 2020)

2011: Extension of co-parent leave duration to 14 weeks; reduction of paid parental leave duration to 36 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 36 weeks with a replacement rate that can be shared between parents or 26 weeks with the highest replacement rate that can be shared between parents; reduction in job-protected leave duration to 1 year and 42 weeks and extension of job-protected leave duration to 1 year and 50 weeks for co-parents (Brandth & Kvande, 2020)

2013: Introduction of a 8-week voluntary maternity leave after birth (maternity quota); extension of co-parent leave duration to 16 weeks; reduction of paid parental leave duration to 28 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 28 weeks with a replacement rate that can be shared between parents or 18 weeks with the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 1 year and 48 weeks for mothers and reduction of job-protected leave duration to 1 year and 44 weeks for co-parents (LOV-2013-05-31-22, 2013; Brandth & Kvande, 2020)

2014: Reduction of co-parent leave duration to 12 weeks; reduction of post-birth voluntary maternity leave duration (maternity quota) to 4 weeks; extension of paid parental leave duration to 36 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 36 weeks with a replacement rate that can be shared between parents or 26 weeks with the highest replacement rate that can be shared between parents; extension of job-protected leave duration to 2 years for mothers and to 1 year and 48 weeks for co-parents (LOV-2014-06-06-20, 2014; Brandth & Kvande, 2020)

2018: Extension of post-birth voluntary maternity leave duration to 9 weeks (maternity quota); extension of co-parent leave duration to 17 weeks; reduction of paid parental leave duration to 28 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 28 weeks with a replacement rate that can be shared between parents or 18 weeks with the highest replacement rate that can be shared between parents; reduction of job-protected leave duration to 1 year and 49 weeks for mothers and to 1 year and 45 weeks for co-parents (LOV-2018-06-15-33, 2018; Brandth & Kvande, 2020)

2019: Extension of co-parent leave duration to 21 weeks; extension of post-birth voluntary maternity leave duration (maternity quota) to 13 weeks; reduction of paid parental leave duration to 18 weeks with a replacement rate – can be shared between parents; change in paid parental leave scheme – maximum duration of 18 weeks with a replacement rate that can be shared between parents or 16 weeks with the highest replacement rate that can be shared between parents; reduction of job-protected leave duration to 1 year and 43 weeks

for mothers and to 1 year and 39 weeks for co-parents (LOV-2018-12-07-90, 2018; Brandth & Kvande, 2020)

2022: Reduction of co-parent leave duration to 19 weeks; reduction of job-protected leave duration to 1 year and 37 weeks for co-parents (LOV-2022-03-18-11, 2022)

2024: Extension of paid parental leave duration to 20 weeks with a replacement rate – can be shared between parents; extension of job-protected leave duration to 1 year and 45 weeks for mothers and to 1 year and 39 weeks for co-parents (LOV-2024-05-14-21, 2024)

► Legislation in 2024

Maternity leave (Arbeids- og velferdsetaten, 2024a, 2024b)

- Mandatory leave duration before birth: 3 weeks
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 13 weeks

Co-parent leave (Arbeids- og velferdsetaten, 2024a)

- Co-parent leave duration (maximum duration): 19 weeks

Job protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 1 year and 45 weeks
- Job-protected leave duration for co-parents (maximum duration): 1 year and 39 weeks

Paid parental leave (Arbeids- og velferdsetaten, 2024a)

- Paid parental leave duration (maximum duration): 20 weeks that can be shared between parents
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): 16 weeks that can be shared between parents

3.16. Poland

► Legislation in 1970

Maternity leave (Heinen, 2006; Inglot et al., 2022)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 12 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Heinen, 2006; Inglot et al., 2022)

- Job-protected leave duration for mothers (maximum duration): 12 weeks
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): Not applicable

► Reforms

1972: Introduction of a 2-week mandatory maternity leave before birth; introduction of a 2-week voluntary maternity leave after birth; extension of job-protected leave duration to 14 weeks for mothers (Czarnecki, 1989; Ustawa z Dnia 6 Lipca 1972, 1972)

2000: Change in maternity leave distribution – 16 mandatory weeks after birth and 4 voluntary weeks after birth; extension of job-protected leave duration to 20 weeks for mothers (Ustawa z 19 listopada 1999 r. o zmianie ustawy Kodeks pracy, 1999; Kurowska, 2019; Ustawa z 25 czerwca 1999 r. o świadczeniach pieniężnych z ubezpieczenia społecznego w razie choroby i macierzyństwa, 1999)

2001: Extension of post-birth voluntary maternity leave to 10 weeks; extension of job-protected leave duration to 26 weeks for mothers .(Ustawa z 19 Listopada 1999 r. o Zmianie Ustawy Kodeks Pracy, 1999; Kurowska, 2019; Ustawa z Dnia 25 Kwietnia 2001 o Zmianie Ustawy – Kodeks Pracy, 2001)

2002: Reduction of post-birth mandatory maternity leave duration to 12 weeks; reduction of post-birth voluntary maternity leave duration to 4 weeks; reduction of job-protected leave duration to 16 weeks for mothers (Ustawa z Dnia 21 Grudnia 2001 o Zmianie Ustawy Kodeks Pracy, 2001; Kurowska, 2019)

2006: Extension of post-birth mandatory maternity leave duration to 14 weeks ; extension of job-protected leave duration to 18 weeks for mothers (Ustawa z Dnia 16 Listopada 2006 r. o Zmianie Ustawy - Kodeks Pracy Oraz Ustawy o Świadczeniach Pieniężnych z Ubezpieczenia Społecznego w Razie Choroby i Macierzyństwa, 2006; Kurowska, 2019)

2009: Change in maternity leave distribution – 20 mandatory weeks after birth; extension of job-protected leave duration to 20 weeks for mothers (Ustawa z Dnia 6 Grudnia 2008 r. o Zmianie Ustawy - Kodeks Pracy oraz niektórych innych ustaw, 2008a; Kurowska, 2019)

2010: Introduction of a 1-week co-parent leave ; introduction of a 2-week voluntary maternity leave after birth; extension of job-protected leave duration to 22 weeks for mothers (Ustawa z Dnia 6 Grudnia 2008 r. o Zmianie Ustawy - Kodeks Pracy oraz niektórych innych ustaw, 2008b; Kotowska & Michoń, 2010)

2012: Extension of post-birth voluntary maternity leave duration to 4 weeks; extension of co-parent leave duration to 2 weeks; extension of job-protected leave duration to 24 weeks for mothers (Ustawa z Dnia 6 Grudnia 2008 r. o Zmianie Ustawy - Kodeks Pracy Oraz Niektórych Innych Ustaw, 2008b; Kurowska, 2019)

2013: Extension of post-birth voluntary maternity leave duration to 6 weeks; introduction of paid parental leave duration– 26 weeks with a replacement rate to be shared between parents; extension of job-protected leave duration to 52 weeks for mothers; entitlement of co-parents to job-protected leave – 28 weeks for co-parents (Ustawa z Dnia 28 Maja 2013 r. o Zmianie Ustawy – Kodeks Pracy oraz niektórych innych ustaw, 2013; Kurowska, 2019)

2016: Incorporation of 6 weeks of post birth voluntary maternity leave into paid parental leave - paid parental leave duration extended to 32 weeks with a replacement rate, to be shared between parents; extension of job-protected leave duration to 34 weeks for co-parents (Ustawa z Dnia 24 Lipca 2015 r. o Zmianie Ustawy - Kodeks Pracy Oraz Niektórych Innych Ustaw, 2015)

2023: Change in paid parental leave scheme – 23 weeks to be shared between parents and 9 weeks for each parent (Obwieszczenie Marszałka Sejmu Rzeczypospolitej Polskiej z Dnia 16 Czerwca 2023 r. w Sprawie Ogłoszenia Jednolitego Tekstu Ustawy – Kodeks Pracy, 2023)

► Legislation in 2024

Maternity leave (Ministerstwo Rodziny, Pracy i Polityki Społecznej, 2023)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 20 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Ministerstwo Rodziny, Pracy i Polityki Społecznej, 2024)

- Co-parent leave duration (maximum duration): 2 weeks

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 52 weeks
- Job-protected leave duration for co-parents (maximum duration): 34 weeks

Paid parental leave (Kurowska et al., 2024)

- Paid parental leave duration (maximum duration): 23 weeks to be shared between parents and 9 weeks for each parent
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): 23 weeks to be shared between parents and 9 weeks for each parent

3.17. Slovakia

► Legislation in 1970

Maternity leave (Zákonník práce, 1965)

- Mandatory leave duration before birth: 4 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 14 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (153/1969 Coll., 1969)

- Job-protected leave duration for mothers (maximum duration): 2 years
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1971: Introduction of a paid parental leave until child's 2nd birthday – for mothers only (Zákon č. 107/1971 Sb.).

1985: Reduction of paid parental leave duration until the child's 1st birthday (110/1984 Zb., 1984)

1987: Extension of pre-birth mandatory maternity leave duration to 6 weeks (52/1987 Zb., 1987)

1989: Extension of job-protected leave duration to 3 years for mothers (188/1988 Zb., 1988)

1990: Entitlement of co-parents to paid parental leave and extension of paid parental leave duration – 2 years and 6.5 months with a flat rate to be shared between parents (382/1990 Zb., 1990)

2002: Entitlement of co-parents to job-protected leave – 3 years for co-parents (280/2002 Z.z., 2002)

2011: Extension of post-birth voluntary maternity leave duration to 14 weeks; change in paid parental leave scheme such that parents can work while collecting benefits: no paid parental leave (513/2010 Z.z., 2010; 543/2010 Z.z., 2010)

2022: Introduction of a 28-week co-parent leave (350/2022 Z.z., 2022)

► Legislation in 2024

Maternity leave (Dančíková, 2024; Sociálna poisťovňa, 2024a)

- Mandatory leave duration before birth: 6 weeks
- Mandatory leave duration after birth: 8 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 14 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 28 weeks

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Dančíková, 2024)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.18. Slovenia

► Legislation in 1970

Maternity leave (Dobrotić, 2019)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 28 days
- Voluntary maternity leave duration after birth (maximum duration): 77 days

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Dobrotić, 2019)

- Job-protected leave duration for mothers (maximum duration): 77 days
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1975: Introduction of a 141-day paid parental leave with a replacement rate – for mothers only; extension of job-protected leave duration to 218 days for mothers (Dobrotić, 2019)

1986: Extension of paid parental leave duration to 260 days with a replacement rate – for mothers only; extension of job-protected leave duration to 337 days for mothers (Dobrotić, 2019)

2002: Entitlement of co-parents to paid parental leave – 260 days with a replacement rate to be shared between parents; entitlement of co-parents to job-protected leave of 260 days (Zakon o Starševskem Varstvu in Družinskih Prejemkih, 2001)

2003: Introduction of a 15-day co-parent leave; extension of job-protected leave duration to 275 days for co-parents (Zakon o Starševskem Varstvu in Družinskih Prejemkih, 2001)

2004: Extension of co-parent leave duration to 30 days; extension of job-protected leave duration to 290 days for co-parents (Zakon o Starševskem Varstvu in Družinskih Prejemkih, 2001)

2005: Extension of co-parent leave duration to 90 days; extension of job-protected leave duration to 350 days for co-parents (Zakon o Starševskem Varstvu in Družinskih Prejemkih, 2001)

2014: Introduction of a 15-day mandatory maternity leave before birth; reduction of pre-birth voluntary maternity leave duration to 13 days (Zakon o Starševskem Varstvu in Družinskih Prejemkih, 2014)

2016: Reduction of co-parent leave duration to 70 days; reduction of job-protected leave duration to 330 days for co-parents (Stropnik, 2016)

2017: Reduction of co-parent leave duration to 50 days; reduction of job-protected leave duration to 310 days for co-parents (Stropnik, 2016)

2018: Reduction of co-parent leave duration to 30 days; reduction of job-protected leave duration to 290 days for co-parents (Stropnik, 2016)

2023: Reduction of co-parent leave duration to 15 days; change in paid parental leave scheme – 200 days with a replacement rate to be shared between parents and 60 days with a replacement rate for each parent; reduction of job-protected leave duration to 275 days for co-parents (No. 003-02-1/2022-305, 2022)

► Legislation in 2024

Maternity leave (Republika Slovenija, 2024)

- Mandatory leave duration before birth: 15 days
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 13 days
- Voluntary maternity leave duration after birth (maximum duration): 77 days

Co-parent leave (Republika Slovenija, 2024)

- Co-parent leave duration (maximum duration): 15 days

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 337 days
- Job-protected leave duration for co-parents (maximum duration): 275 days

Paid parental leave (Republika Slovenija, 2024)

- Paid parental leave duration (maximum duration): 200 days to be shared between parents and 60 for each parent
- Paid parental leave duration (with the highest flat rate): Not applicable
Paid parental leave duration (with the highest replacement rate): 200 days to be shared between parents and 60 for each parent

3.19. Spain

► Legislation in 1970

Maternity leave (OECD, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 6 weeks

Co-parent leave (OECD, 2024)

- Co-parent leave duration (maximum duration): 1 day

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 0
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

► Reforms

1976: Extension of post-birth mandatory maternity leave duration to 8 weeks; extension of co-parent leave duration to 2 days (BOE-A-1976-8373, 1976)

1980: Change in maternity leave distribution – 14 voluntary weeks after birth (BOE-A-1980-5683, 1980; Meil et al., 2019)

1989: Introduction of a 6-week mandatory maternity leave after birth; reduction of post-birth voluntary maternity leave duration to 10 weeks; introduction of a 1-year job-

protected leave to be shared between parents – extension of job-protected leave duration to 1 year for mothers and for co-parents (BOE-A-1989-5272, 1989)

1999: Extension of job-protected leave duration to 3 years for mothers and for co-parents (BOE-A-1999-21568, 1999)

2007: Extension of co-parent leave duration to 15 days (BOE-A-2007-6115, 2007)

2017: Extension of co-parent leave duration to 4 weeks (BOE-A-2015-11430, 2015)

2018: Extension of co-parent leave duration to 5 weeks (BOE-A-2015-11430, 2018)

2019: Extension of co-parent leave duration to 8 weeks (BOE-A-2019-3244, 2019; BOE-A-2015-11430, 2019; Farré & González, 2019)

2020: Extension of co-parent leave duration to 12 weeks (BOE-A-2019-3244, 2019)

2021: Extension of co-parent leave duration to 16 weeks (BOE-A-2019-3244, 2019)

► Legislation in 2024

Maternity leave (Seguridad Social, 2024)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 6 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 10 weeks

Co-parent leave (Seguridad Social, 2024)

- Co-parent leave duration (maximum duration): 16 weeks

Job-protected leave after birth (Meil et al., 2024)

- Job-protected leave duration for mothers (maximum duration): 3 years
- Job-protected leave duration for co-parents (maximum duration): 3 years

Paid parental leave (Meil et al., 2024)

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with the highest flat rate): Not applicable
- Paid parental leave duration (with the highest replacement rate): Not applicable

3.20. Sweden

► Legislation in 1970

Maternity leave (Haas, 1992)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 6 weeks
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth (Haas, 1992)

- Job-protected leave duration for mothers (maximum duration): 180 days
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave (Haas, 1992)

- Paid parental leave duration (maximum duration): 180 days – for mothers only
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): 180 days – for mothers only

► Reforms

1974: Entitlement of co-parents to paid parental leave – 180 days with a replacement rate to be used by either parent; extension of job-protected leave duration to 180 days for co-parents (SFS 1973:473, 1973; Försäkringskassan, 2024)

1975: Extension of paid parental leave duration to 210 days with a replacement rate – to be used by either parent; extension of job-protected leave duration to 210 days for mothers and for co-parents (Försäkringskassan, 2024)

1978: Extension of paid parental leave duration to 240 days with a replacement rate – to be used by either parent; introduction of 30 days of paid parental leave with a flat rate; extension of job-protected leave duration to 270 days for mothers and for co-parents (Försäkringskassan, 2024)

1979: Extension of job-protected leave duration to 1.5 years for mothers and for co-parents (Lag Om Rätt till Ledighet För Vård Av Barn, 1978)

1980: Introduction of a 10-day co-parent leave (Ellingsæter & Leira, 2006); extension of paid parental leave duration to 360 days – 90 days with a flat rate and 270 days with a replacement rate to be used by either parent (Försäkringskassan, 2024b)

1986: Extension of paid parental leave duration to 360 days – 90 days with a flat rate and 270 days with a replacement rate to be used by either parent (Försäkringskassan, 2024)

1989: Extension of paid parental leave duration to 450 days – 90 days with a flat rate and 360 days with a replacement rate to be used by either parent (Försäkringskassan, 2024)

1994: Repeal of the 90 days of paid parental leave with a flat rate (Försäkringskassan, 2024)

1995: Increase of pre-birth voluntary maternity leave duration to 7 weeks and post-birth voluntary maternity leave duration to 7 weeks; introduction of a 2-week mandatory maternity after birth; change in paid parental leave scheme and increase in paid parental leave duration to 420 days – 390 days to be used by either parent, including 90 days with a flat rate and 300 days with a replacement rate, and 30 days for each parent with a replacement rate (Föräldraledighetslag, 1995; Försäkringskassan, 2024)

2002: Change in paid parental leave scheme – 360 days to be used by either parent and 60 days for each parent (Försäkringskassan, 2024)

2016: Change in paid parental leave scheme and reduction in paid parental leave duration to 390 days – 300 days to be used by either parent, including 90 days with a flat rate and 210 days with a replacement rate, and 90 days for each parent with a replacement rate (Försäkringskassan, 2024)

► Legislation in 2024

Maternity leave

- Mandatory leave duration before birth: 0 weeks
- Mandatory leave duration after birth: 2 weeks
- Voluntary maternity leave duration before birth (maximum duration): 7 weeks
- Voluntary maternity leave duration after birth (maximum duration): 5 weeks

Co-parent leave (Försäkringskassan, 2024a)

- Co-parent leave duration (maximum duration): 10 days

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 1.5 years
- Job-protected leave duration for co-parents (maximum duration): 1.5 years

Paid parental leave (Försäkringskassan, 2024c)

- Paid parental leave duration (maximum duration): 300 days to be used by either parent and 90 for each parent
- Paid parental leave duration (with highest monthly flat rate): 90 days to be used by either parent
- Paid parental leave duration (with highest replacement rate): 390 days, of which 210 days to be used by either parent, and 90 for each parent

3.21. United Kingdom

► Legislation in 1970

Maternity leave (Sargeant & Lewis, 2018)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 0
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 18 weeks

Co-parent leave

- Co-parent leave duration (maximum duration): 0

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 0
- Job-protected leave duration for co-parents (maximum duration): 0

Paid parental leave

- Paid parental leave duration (maximum duration): 0
- Paid parental leave duration (with highest monthly flat rate): Not applicable
- Paid parental leave duration (with highest replacement rate): Not applicable

► Reforms

1976: Change in maternity leave distribution – 6 voluntary weeks before birth; introduction of a 29-week job-protected leave – for mothers only (Employment Protection Act, 1975)

1986: Introduction of a 12-week voluntary maternity leave after birth (Social Security Act, 1986)

1994: Introduction of a 2-week mandatory maternity leave after birth (The Maternity (Compulsory Leave) Regulations, 1994); change in maternity leave distribution – 18 weeks

after birth, 2 mandatory and 16 voluntary weeks (The Maternity Allowance and Statutory Maternity Pay Regulations, 1994)

1999: Extension of post-birth voluntary maternity leave duration to 27 weeks; extension of job-protected leave duration to 42 weeks for mothers and to 13 weeks for co-parents (The Maternity and Parental Leave Etc. Regulations, 1999)

2003: Introduction of a 2-week co-parent leave (The Paternity and Adoption Leave Regulations, 2002); extension of post-birth voluntary maternity leave duration to 50 weeks; extension of job-protected leave duration to 65 weeks for mothers and to 15 weeks for co-parents (The Maternity and Parental Leave (Amendment) Regulations, 2002; The Social Security, Statutory Maternity Pay and Statutory Sick Pay (Miscellaneous Amendments) Regulations, 2002)

2013: Extension of job-protected leave duration to 70 weeks for mothers and to 20 weeks for co-parents (The Parental Leave (EU Directive) Regulations, 2013)

2015:: Replacement of the 50 weeks of post-birth voluntary maternity leave by paid parental leave for mothers only – 33 weeks with a flat rate and 4 weeks with a replacement rate; extension of job-protected leave duration to 70 weeks for co-parents (The Shared Parental Leave Regulations, 2014)

► Legislation in 2024

Maternity leave (Gov.uk, 2024a)

- Mandatory leave duration before birth: 0
- Mandatory leave duration after birth: 2 weeks
- Voluntary maternity leave duration before birth (maximum duration): 0
- Voluntary maternity leave duration after birth (maximum duration): 0

Co-parent leave (Gov.uk, 2024b)

- Co-parent leave duration (maximum duration): 2 weeks

Job-protected leave after birth

- Job-protected leave duration for mothers (maximum duration): 70 weeks
- Job-protected leave duration for co-parents (maximum duration): 70 weeks

Paid parental leave (Gov.uk, 2024c)

- Paid parental leave duration (maximum duration): 37 weeks for mothers only
- Paid parental leave duration (with highest monthly flat rate): 33 weeks for mothers only
- Paid parental leave duration (with highest replacement rate): 4 weeks for mothers only

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