

### **PF2.3: Additional leave entitlements for working parents**

#### *Definitions and methodology*

In addition to the leave entitlements around childbirth (PF2.2), working parents can be entitled to further days of leave to help them match their work and family life commitments, and these provisions are not limited to the initial period upon childbirth. In fact, some of these “family-leave” provisions are specifically intended to provide support with elderly care. This indicator presents information on statutory leave arrangements in three broad groups: paid annual leave; periods to care for dependents; career breaks and leaves for taken for personal reasons. Support provided by individual employers over and above what is stipulated by law is not covered here, but will be covered in LMF2.4, as, indeed, the family-friendly workplace arrangements which do not include days leave but involve changes or flexible arrangements of working time.

*Days of paid annual leave* refer to the statutory holiday entitlements and public holidays. Public holidays are at set dates, while annual holidays can generally be taken at the choice of employees (mindful of key production periods and due notice). The number of holidays stipulated by collective agreements is frequently higher than the statutory minimum. For European countries, the 1993 EU Working Time Directive set a benchmark of a minimum 4 weeks of paid annual leave.

*Time-off periods to care for dependents* are entitlements for employees with a relative, partner or child who is in need of care. The provisions regarding leave to care for children included here concern provisions over and above parental leave and childcare leaves (PF2.2). Leave entitlements can also be reserved to specific situations: sickness, disability of a family member, or in case of life-threatening illness. When such entitlements can be converted in a reduction of (daily, weekly, monthly or annual) working time, they are considered as flexible working time arrangements which are discussed in LMF2.4.

*Career breaks or time-off for personal reasons* include entitlements to days leave related to emergencies, or accidents and injuries. In some cases, these entitlements explicitly include unexpected problems with childcare arrangements.

#### *Key findings*

Most OECD and EU countries set a statutory minimum of annual paid leave for those in employment. The US is the only country where such legal minimum does not exist at the federal level. In practice, European workers are typically entitled to around 30-35 days per year of paid vacation, when including public holidays. In Japan and Korea, the relatively high number of public holidays ensures that the overall number of holidays is comparable with practice in Europe.

*Other relevant indicators:* PF2.1: Key characteristics of parental leave systems; PF2.2: Use of childbirth-related leave by mothers and fathers; and, LMF2.4: Family-friendly workplace practices.

**Table PF2.3.A: Statutory and collectively agreed annual leave, 2007**

	<i>Days of paid annual leave</i>		
	Statutory minimum <sup>1</sup>	Collectively agreed (Avg.)	Public holidays <sup>2</sup>
Australia	20	..	8 to 10
Austria	25	25	10
Belgium	20	..	8
Bulgaria	20	24	10
Canada <sup>1</sup>	10 to 20	..	10
Czech Republic	20	25	8
Cyprus <sup>2,3</sup>	20	20	15
Denmark	25	30	9
Estonia	20	20	10
Finland	20	25	10
France	25	25	11
Germany	20	30	9
Greece	20	23	10
Hungary	20	..	6
Iceland			
Ireland	20	..	9
Japan <sup>1</sup>	10 to 20	..	15
Italy	20	28	10
Korea <sup>1</sup>	8 to 20	..	14
Latvia	20	..	11
Lithuania	20	..	12
Luxembourg	25	28	10
Malta	24	..	14
Mexico	6 to 12	..	7
Netherlands	20	25.6	8
New Zealand	(15) 20 <sup>3</sup>	..	11
Norway	21	25	8
Poland	20	..	11
Portugal	22	24.5	12
Romania	20	21	7
Slovak Republic	20	21.1	12
Slovenia	20	..	16
Spain	22	..	11
Sweden	25	33	9
Switzerland <sup>1</sup>	20 to 25	..	8
Turkey	..	..	..
UK	24	24.6	8
US	0	..	10

1 In Canada, Japan, Korea and Switzerland, the length of the minimum holiday entitlement increases with tenure.

2 Footnote by Turkey: The information in this document with reference to "Cyprus" relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue".

3 Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

4 20 days from 1 April 2007 onwards (beforehand 15 days).

5. For federal countries, this is subject to variation across Cantons/Provinces and States. Typically, these jurisdictions recognize one or two additional public holidays, but in the Canadian province of Newfoundland there are six additional public holidays.

Sources: For EU countries EIROnline, Working time developments – 2007; Mexico: Ley federal del Trabajo and, OECD (2007), *Babies and Bosses* for other countries.

The large majority of OECD countries provide additional entitlements towards leave to care for sick children or dependent relatives (Table PF2.3.A). There are no statutory additional leave entitlements in the US at federal level, but such provisions can be enacted by States. For example, in 2004, the state of California enacted a comprehensive paid family law that provides insured workers with up to six weeks of partially paid leave that can be used to care for seriously ill children, parents or partners.

Most of the countries have short-term period of leave (up to 30 days in Portugal) that are granted towards care for a sick child. Such specific childcare leaves are frequently paid, but not always (as for example, in Belgium, Greece, Ireland, Italy or the UK), and may be dependent on collective agreements (e.g. Finland) and/or depend on the duration of leave (e.g. France). Conditions to care for seriously ill or disabled children and/or elderly relatives can differ significantly across countries. Some countries, allow for prolonged periods of leave for up to several years with employment guarantee on return, but income support during such long periods is limited.

#### *Comparability and data issues*

Many countries provide workers with entitlements to (paid) leave to help them take care for sick children or other relatives for a short period of time. It is not known to what extent parents can use their own sick-day entitlement or have to use holiday entitlements to deal with “care emergencies”. In addition some countries (including Belgium, Finland, France, Greece, Hungary, Italy, the Netherlands, Norway, Portugal, Spain, and the UK) provide support towards care needs through legal entitlements to reduced working hours, but these will be addressed in LMF2.4.

*Sources and further reading:* Moss, P. and M. Korintus (2008), International Review of leave Policies and related research 2006, DTI Employment Relations Research Series, No. 100, <http://www.berr.gov.uk/>; and OECD (2007), *Babies and Bosses - Reconciling Work and family Life, A Synthesis of Findings for OECD Countries*.

**Table PF2.3.B: Additional leave entitlements of working parents, 2006/07**

<i>Country</i>	<i>Object</i>	<i>Statutory / Criteria</i>	<i>Duration</i>	<i>Payment conditions</i>	
	To care for a dependent relative	For personal reason (personal illness, emergency)			
Australia		Yes	10 days +2 days (if no other arrangement with the employer for unpaid leave)	Paid at 100% of earnings No	
Austria	To care for sick children or dependent relative  To nurse terminally ill family members or very seriously ill children	Yes	Conditional to mutual agreement between employer and employee	between 6 and 12 months  10 days per year to care for sick children and 5 days for other dependants/family member needing care Maximum six months' family hospice leave	No payment. But, if leave is taken for educational reasons, it is possible to receive a further training allowance Paid at 100 % of previous earnings  No payment
Belgium		Yes, time credit system	For each company, there is a 5% threshold of employees who can use the time credit. Priorities are set within the company according to specified priority rules.	One year, but can be extended up to 5 years by collective agreement	Varies with age, civil status and years of employment. Maximum at EUR 547
	To care for a severely ill family member	For urgent reason		10 days  From to 12 months (up to 24 months in case of part-time leave). Must be taken in blocks of one to three months	No Payment  Paid at same level than parental leave.

**Table PF2.3.B: Additional leave entitlements of working parents, 2006/07 (Contd.)**

<i>Country</i>	<i>Object</i>	<i>Statutory / Criteria</i>	<i>Duration</i>	<i>Payment conditions</i>
	To care for a dependent relative	For personal reason (personal illness, emergency)		
Canada	To care for immediate family members  Care for a family member at significant risk of death in 9 jurisdictions		3 to 5 days in British Columbia and New Brunswick.; 10 days in Quebec 8 weeks within a 26 weeks period	Unpaid but benefit can be claimed for up to 6 weeks (if have worked 600 hours in the last 52 weeks)
Denmark	To care for a relative at risk of death or a close friend			Care benefit
Estonia	Childcare leave  To care for relative or sick child under 12 years  To care for handicapped child Supplementary holidays	For children under age 14   For parent raising 1 or 2 children under 14 years, 6 days per year for parents raising children under age 3 or 3 or more older children.	2 weeks  14 days  1 day per month	Unpaid  Unpaid  Full earning replacement
Finland	To care for sick children under age 10		2 to 4 days, but can be repated without fixed limit	Payment depends on collective agreement
France	Leave to care for sick children under age 16  Leave to care for disable or highly sick children		Legally, period of leave can not exceed 3 days most collective agreements have specific arrangements (14 days in the public sector) Maximum of 310 days within a period of three years)	Payment depends on the duration of work in the enterprise and on family structure

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	To care for a dependent relative	For personal reason (personal illness, emergency)		
Greece	To care for for sick children  Leave to visit school  Specific leave for widows or unmarried parents caring for children	Leave is granted for children not yet 12 years old, and can be taken in full or spread out over different periods.	Up to 6 days per year per parent; up to ten days per year paid leave for parents with children needing regular blood-transfusions or haemodialyses. Four days  Six days, and 8 days for parents with 3 or more children below 12 years.	Unpaid  Paid at 100% of earnings  Full payment
Hungary	To care for children under 14 years.		Length varies with age of the child: under one year : unlimited; 12-35 months: up to 84 days per year and child; 36-71 months: 42 days; 6-12 years: 14 days.	Payment at 70% of earning
Iceland	Yes	No statutory entitlement, but usually stipulated by collective agreement	Around 10 days leave	
Ireland	To care for a dependent/disabled child	Employees with 12 months of continuous service can take leave	Maximum of 65 weeks which can be taken either in one or several periods. 3 days of paid leave are also available in any 12 consecutive months, up to a limit of 5 days within a 36 months period in case of serious needs	Unpaid  Paid
Italy	To care for sick children  To care for serious disability of children or relative		Without limit for a child under 3years; 5 days a year per parent for a child aged 3 to 8 years 2 years. Fathers and mothers cannot take this leave at the same time.	Unpaid  Paid at 100% of earnings up to an annual ceiling of €36,151.

**Table PF2.3.B: Additional leave entitlements of working parents, 2006/07 (Contd.)**

<i>Country</i>	<i>Object</i>	<i>Statutory / Criteria</i>	<i>Duration</i>	<i>Payment conditions</i>
	To care for a dependent relative	For personal reason (personal illness, emergency)		
Netherlands	To take care for a sick child living at home or a sick relative.	Employers can refuse to grant leave if it would seriously harm the interest of the organisation.  Employer can refuse to grant the leave if the interests of the organisation might be seriously harmed	Up to 10 days a year  Up to 6 times their working hours per week  From few hours to few days.	Paid by the employer at 70% of employee's earnings.  Unpaid  Paid at 100% of earnings
Norway	Leave to take care for sick children	Leave for employees with with a life-threatening illness  Emergency leave: A 'reasonable amount of time' can be taken by an employee with exceptional personal circumstances.	For parents with a child under 12 years, or 15 years if they have more than 2 children. The rights are extended to age 118 if the child is severely or chronically ill.	10 days. Single parents have the right to 20/30 days a year.  Paid at same rate than sickness benefit.
Poland	Leave to care for a family member. Leave to care for a child.	For parents with a child under 8 years, or 14 years if the child is disabled or chronically ill.	14 days per year	Paid at 80% of earnings  Paid at 80% of earnings
Portugal	Childcare leave  Leave to for sick children.  Leave to care for older children, spouse or a close relative Adoption leave	Available after parental leave and only if this latter was taken up. Can only be taken by one parent who must prove that the other partner is employed and/or incapable of working. For parents with a child under 10 years, but no age limit if the child is disabled or chronically ill.  For parents of adopted children < 15	2 years, extended to three years when 3 or more children.  Up to 30 days per year. Family entitlement to be divided.  15 days, plus one day for every second and subsequent child  100 consecutive days of leave	Unpaid. Suspension of the labour contract: all rights and guarantees are suspended but the worker's right to return to his/her job is safeguarded. Paid at 65% of the minimum wage  Unpaid, except for workers in the public sector.
Slovenia	Leave to care for a sick co-resident family member (spouse or child).	For insured employees.	7 days, but 15 days can be taken for a child up to 7 years of age. The period can be exceptionally extended to 30 days (or up to 6 months in extreme case)	Paid at 80% of average earnings over the preceding 12 months. Minimum payment at guaranteed wage.

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<i>Country</i>	<i>Object</i>	<i>Statutory / Criteria</i>	<i>Duration</i>	<i>Payment conditions</i>
	To care for a dependent relative	For personal reason (personal illness, emergency)		
Spain	to care for a seriously sick child or other serious family reason.  Long term leave or reduction of working hours to take care for a dependant relative		2 days, extended to 4 days if travelling is required for work. 3 days for central state public sector (5 days if travelling is required).  Up to 2 years; possible extension to 3 years for employees of central state administration some collective agreements also provide such extension.	Paid by the employer  Unpaid
Sweden	Temporary leave to care for sick children.	Leave for personal reasons  Conditional to an agreement between the employer and the employee, and the latter must have been employed by the same employer during the last two years. The employee taking leave must be replaced by an unemployed person.  Family entitlement for parents with children under the age of 12, and for children between 12 and 15 years with doctor's certificate. Can also be used if the regular care giver is sick. It also can be offered to someone outside the family to care for a sick child if parents cannot miss work.	Between 3 and 12 months  120 days per child per year	Paid at 85% of unemployment benefit  Paid at 80% of earnings
United Kingdom		Time-off for the care of dependants	Right for time-off in case of unexpected or sudden emergency (including a dependent falls ill or has been injured, or 'to deal with an unexpected breakdown of care arrangement').	Not defined precisely: 'a reasonable amount of time off'  No payment