Parental Leave: How Long is Enough Time?

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Maternity and paternity leave in Poland

52 weeks (20 weeks of maternity leave + 32 weeks of parental leave)

65 weeks (31 weeks of maternity leave + 34 weeks of parental leave)

67 weeks (33 weeks of maternity leave + 34 weeks of parental leave)

69 weeks (35 weeks of maternity leave + 34 weeks of parental leave)

71 weeks (37 weeks of maternity leave + 34 weeks of parental leave)
Maternity and paternity leave in Poland

• The amount of maternity allowance for the period of maternity leave is **100% of the basis for the allowance** and it is an average of 12 months.

• Paternity leave - fathers have **2 years to take 2 weeks of leave**, which are dedicated to them only. Moreover, they can **divide it into 2 parts and take it at any time they wish**. **Unused leave is lost.** The employer cannot refuse to grant the leave. Dads are also entitled to **2 days of so-called special leave due to the birth of a child.**
Parental leave in Poland UNPAID

6 months of employment is required

Parental leave for a period when child is 5 years old maximum

For people employed on full-time basis

But also for all who are paying sickness insurance fee e.g. persons working on contracts of mandate or running their own business
Parental leave in Poland

- **Parental Leave**: 36 months
- **Total**: 36 months
- **May be taken in 5 parts**: At least 1 month must be taken by another parent
- **For mothers as well as for fathers**: Neither parent may renounce that month to another
Duration of maternity leave in the EU

* In Bulgaria duration of maternity leave is 410 days.
** In Portugal there is no distinction between maternity and paternity leave, it is parental leave only.
Source: European Parliament
National -friendly policies

<table>
<thead>
<tr>
<th>Country</th>
<th>Paid leave available to MOTHERS (weeks, full-rate equivalent)</th>
<th>Paid leave reserved for FATHERS (weeks, full-rate equivalent)</th>
<th>Childcare enrolment, under 3 (%)</th>
<th>Childcare enrolment between age 3 and school age (%)</th>
<th>Average rank</th>
<th>Fertility rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sweden</td>
<td>35</td>
<td>10.9</td>
<td>51</td>
<td>97</td>
<td>7.25</td>
<td>1.9</td>
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<tr>
<td>Norway</td>
<td>45</td>
<td>9.8</td>
<td>52</td>
<td>90</td>
<td>8.75</td>
<td>1.7</td>
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<tr>
<td>Germany</td>
<td>43</td>
<td>5.7</td>
<td>33</td>
<td>92</td>
<td>11.75</td>
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<tr>
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<td>12.75</td>
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<tr>
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<td>75</td>
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<td>61</td>
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<td>Croatia</td>
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<td>16</td>
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<tr>
<td>Poland</td>
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<td>8</td>
<td>61</td>
<td>22.0</td>
<td>1.4</td>
</tr>
</tbody>
</table>

Source: UNICEF, June 2019; World Bank
Fertility rate and number of births in Poland in 1990-2018

Source: Statistics Poland
Family 500 + government programme

since February 2016
for families with **two** or more minor children

• no income criterion to receive the money
• funds are paid our regularly, every month until the child completes 18 years of age

since July 2019
for families with **one** or more minor children
Professional activity rate, employment rate and unemployment rate of **WOMEN** with at least 1 child under 18 years old, who are receiving and not receiving 500+ in Q4 2018 by BAEL

<table>
<thead>
<tr>
<th></th>
<th>Household receiving 500+</th>
<th>Household not receiving 500+</th>
<th>GAP</th>
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</thead>
<tbody>
<tr>
<td>Professional activity rate</td>
<td>67.0</td>
<td>63.7</td>
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<tr>
<td>Employment rate</td>
<td>83.7</td>
<td>81.9</td>
<td>18.2</td>
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<tr>
<td>Unemployment rate</td>
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<td>Gap</td>
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<td>-10.0</td>
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Negative effects of maternity leaves and family benefits - WOMEN ON LABOUR MARKET

- Decline in professional activity of women (low professional activity of women in childbearing age)
- Protracted gap in labour market and difficulties to re-enter
- Long-standing gap in professional career weakens women’s position on labour market
- Weaker position in the labour market = lower renumeration
- Short career and lower wages = lower pension (or even no pension in case of a long break because women do not reach the minimum of 20 years of work)
- Social security- sustained dependence on a partner, family or social welfare benefits
Negative effects of maternity leaves and family benefits – IMPACT ON ECONOMY AND PUBLIC FINANCES

- **Dependence** of families and large social groups on social transfers, which increases the risk of poverty in times of economic downturn

- Lower professional activity = untapped potential of human capital + preservation of short-staff in labour market

- Poor income prospects + potentially low pensions = greater pressure on the state's social spending in the future, instead of development goals

- Low professional activity = lower contribution to pension funds + lower taxes revenues, which may lead to a public finance crisis in the long term
THANK YOU