



# Parental Leave: How Long is Enough Time?

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# Maternity and paternity leave in Poland

PAID



**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

PAID

- 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

**UNPAID**



PARENTAL  
LEAVE

TOTAL  
**36**  
MONTHS

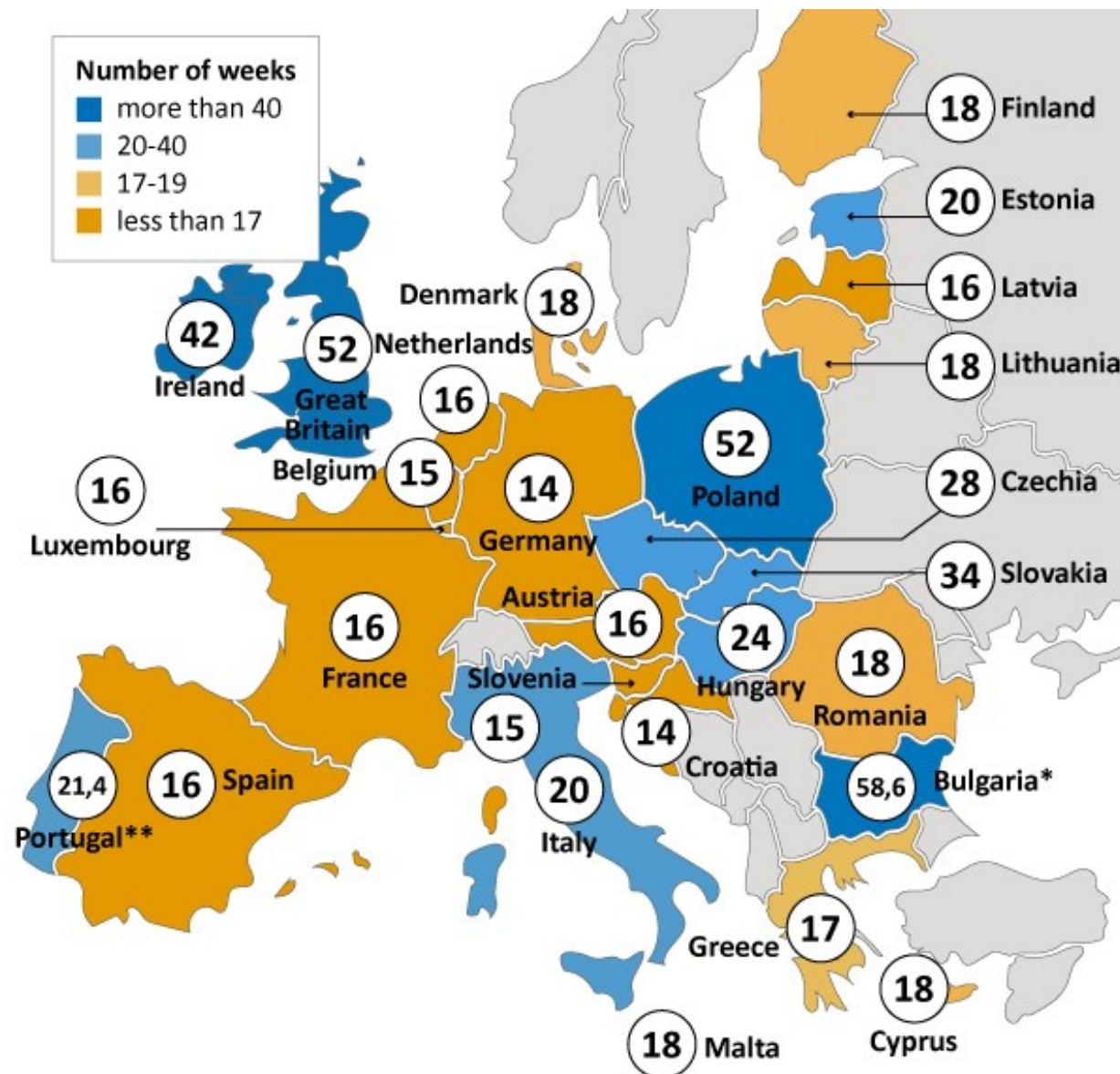
FOR  
MOTHERS  
AS WELL AS  
FOR  
FATHERS

MAY BE  
TAKEN IN  
5 PARTS

AT LEAST 1  
MONTH  
MUST BE  
TAKEN BY  
ANOTHER  
PARENT

NEITHER  
PARENT MAY  
RENOUCE  
THAT MONTH  
TO  
ANTOTHER

# 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

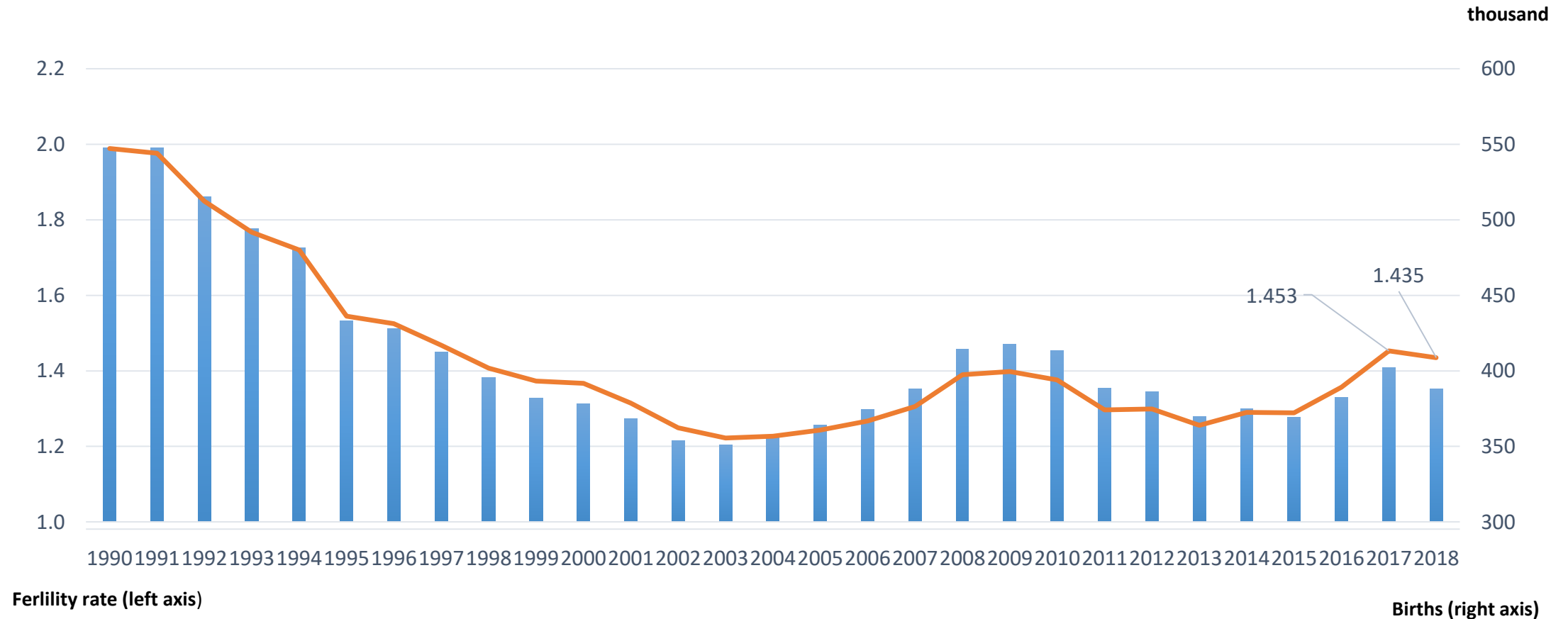


# -friendly policies

| Country  | Paid leave available to <b>MOTHERS</b> (weeks, full-rate equivalent) | Paid leave reserved for <b>FATHERS</b> (weeks, full-rate equivalent) | Childcare enrolment, under 3 (%) | Childcare enrolment between age 3 and school age (%) | Average rank | Fertility rate |
|----------|--|--|----------------------------------|--|--------------|----------------|
| Sweden   | 35   | 10.9   | 51                               | 97   | 7.25         | 1.9            |
| Norway   | 45   | 9.8  | 52                               | 90   | 8.75         | 1.7            |
| Germany  | 43   | 5.7  | 33                               | 92   | 11.75        | 1.6            |
| France   | 19   | 5.6  | 49                               | 94   | 12.75        | 1.9            |
| Bulgaria | 65   | 1.7  | 13                               | 75   | 18.75        | 1,5            |
| Romania  | 48   | 4.7  | 17                               | 61   | 18.75        | 1.6            |
| Croatia  | 39   | 2.9  | 16                               | 51   | 21.25        | 1.4            |
| Poland   | 52   | 2.0  | 8                                | 61   | 22.0         | 1.4            |

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

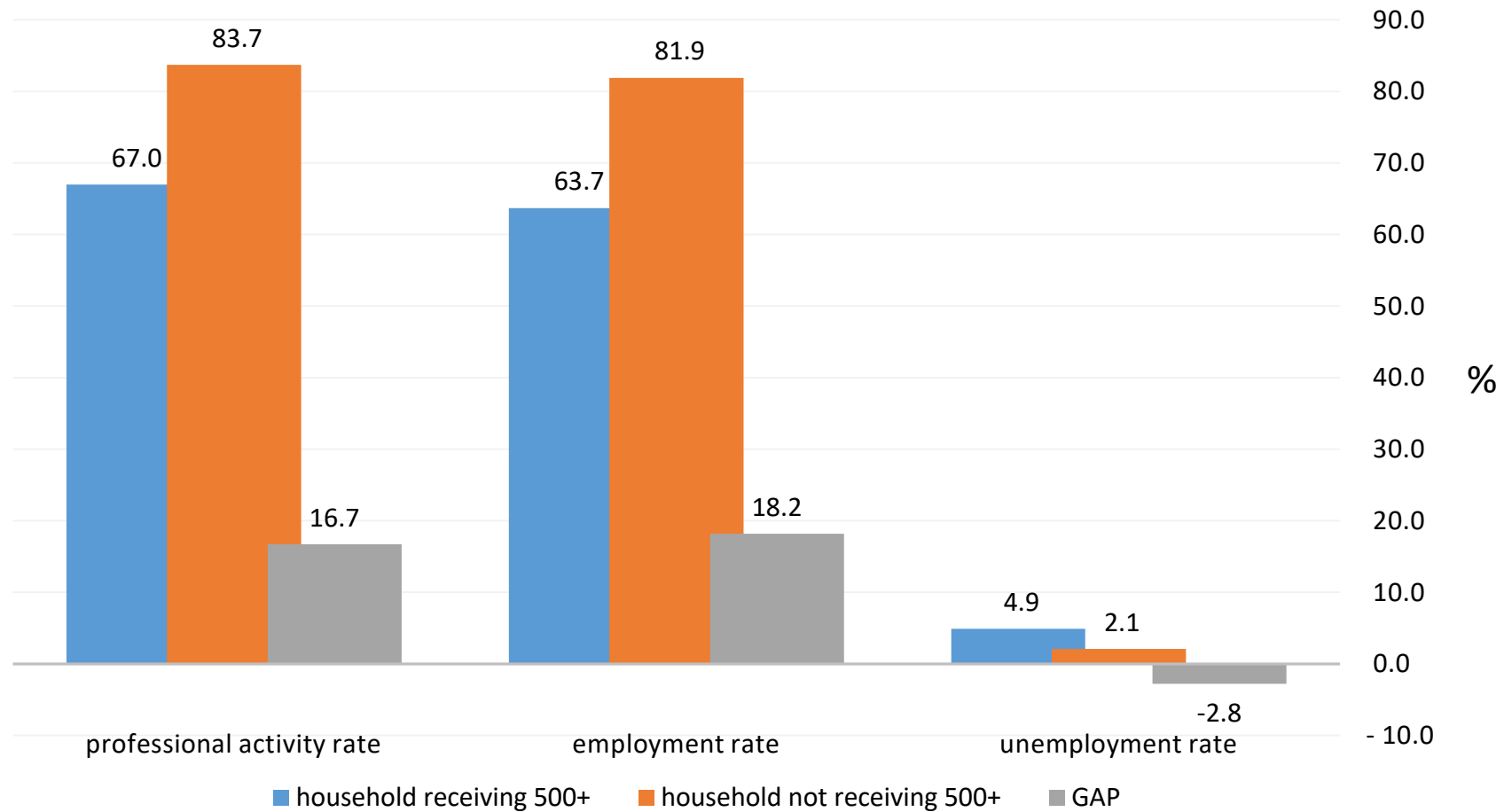


since July **2019**

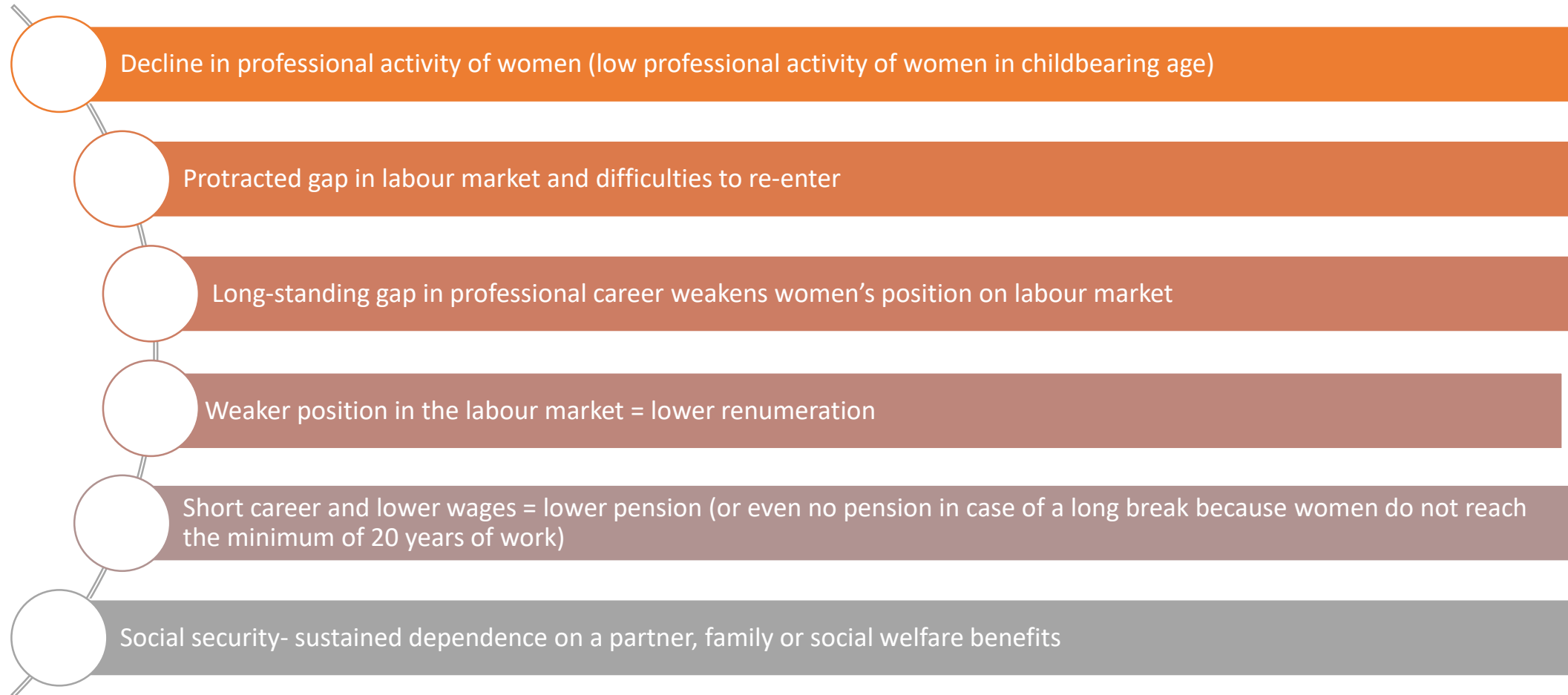
for families with **one** or more minor  
children

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

# 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



# Negative effects of maternity leaves and family benefits - WOMEN ON LABOUR MARKET



# Negative effects of maternity leaves and family benefits – IMPACT ON ECONOMY AND PUBLIC FINANCES

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

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

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**