

## Statutory other measures: April 2020

With four exceptions, countries include some provision to take **leave in the case of the illness of a child**. For European Union member states, the Parental leave directive gives all workers an entitlement to 'time off from work on grounds of force majeure for urgent family reasons in cases of sickness or accident making their immediate presence indispensable,' without specifying minimum requirements for length of time or payment. In some cases, leave is allocated in the number of days in total in a given year; in others, it is allocated in terms of number of days per illness. Leave is often paid and often at a high level of income replacement, usually without an upper limit. In some cases, the length of leave entitlement decreases as children get older. Along with length, payment varies considerably.

Many countries also offer **additional leave entitlements to care for their family members**, in some cases for public sector employees only (e.g. Brazil and Malta). Conditions for taking leave vary, from countries where leave is available in the case of ordinary illness, through to countries where it is confined to the serious or terminal illness or care of a very dependent relative. There may be further provisions to care for dependants with disabilities, and, for these, please consult the country notes. Length, payment, and other dimensions of leave also vary considerably.

Legislation which entitles parents to **reduce working hours** specifically during their child's early months is reasonably common across the countries in the review. (1) In one case, directed particularly at the early months of the child, this is mostly to facilitate the **(breast-)feeding** of the child; but in several cases, it has become a general right that can be taken for any reason and/or by the father (e.g. Japan, Portugal, Slovenia, and Spain). Parents who are allowed to reduce their working hours in this way are entitled to earnings compensation, except in Cyprus, Japan, and New Zealand. In Spain, reduced daily hours can be consolidated into full-time leave, thus, in practice, extending Maternity leave by between two to four weeks. (2) In another case, parents have also right to reduce working hours (often going beyond the early months, and extending to parents with younger children), **to combine care work and (part-time) employment** (e.g. in Austria, Germany, Croatia, Finland).

Finally, in a handful of countries, parents have a legal **right to request flexible working hours** from their employers, who must consider their request and may only refuse it if there is a clear business case for doing so.

Portugal is the only country with **an entitlement to flexible working**; parents with children below 12 years of age (no age limit in the case of a child who is chronically ill or disabled living in the same household) are entitled to flexible working, which means that the employee may choose, within certain limits, when to start and finish daily work. In Iceland, employers are required to make the necessary arrangements to enable employees to balance family life and work, including the arrangement of work in a flexible manner.

In most countries, **adoptive parents** have similar leave entitlements to other parents.

The number of ■ indicates statutory entitlement and level of payment. Please see the key at the end of the table for further information.

Country	Leave to care for sick dependents		Reduced hours		Right to request flexible work
	Children	Others	(Breast)feeding <sup>1</sup>	Other	
Australia	■■■ 10 days per worker per year	■■■ 10 days per year for immediate family	×	×	Yes: until child is 18; also, all with caring responsibilities
Austria	■■■ 2 weeks per employee per year or ■ 9 months for a seriously ill child	■■■ 1 week per worker per year or ■ 6 months	■■■ 90-minute break per day	■ to 7 years (larger employers)	×
Belgium	■ 10 days per worker per year	■ 10 days per year or ■■ 1 to 12 months for a severely ill family member or ■■ 2 months for palliative care	■■■ 30-minute break per day if working up to 7.5 hours; 1 hour if working longer	×	×
Brazil	[public sector only] ■■■ up to 60 days per illness + 30 days unpaid	[public sector only] ■■■ up to 60 days per illness for spouse or family member + 30 days unpaid	■■■	×	×
Bulgaria	■■■ up to 60 calendar days per year	■■■ up to 60 calendar days per year for family	■■■ 2 hours per day for full-time	□ Right to request when	Right to work from home (in

<sup>1</sup> This includes reduction in hours, specifically referring to infant (breast)feeding, as well as the right to reduce hours in the months immediately after Maternity leave (up to 12 months after the birth) with no specific reason given.

Country	Leave to care for sick dependents		Reduced hours		Right to request flexible work
	Children	Others	(Breast)feeding <sup>1</sup>	Other	
		members (incl. children)	work, 1 hour per day for part-time	returning to work after leave	principle <sup>2</sup> ) for mothers of children under 6
Canada	■ 3 to 10 days in 3 provinces <sup>3</sup>	■■ 8 to 28 weeks if 'significant risk of death' for family member	×	×	Federal workers only (1 of 14 labour law jurisdictions)
Québec	■ 10 days per worker per year	■ 10 days per worker per year	×	×	×
Chile	■■■ children under 1 year have length of leave determined by doctor; for older children, 10 days of leave (or equivalent hours)	■■ 10 days per year to care for a disabled person	■■■ 1 hour daily to feed a child under 2 years	×	×
China	×	×	■■■ 1 hour per day, 2 hours for multiple births and nursing leave	×	×

<sup>2</sup> Although there is this statutory right of remote working for mothers with children under the age of six, in practice this is non-applicable. This is because employers in the private sector refuse flexible or remote working, based on the argument that private sector jobs require strict working hours and physical presence. This affects the majority of young Bulgarian women who primarily work in this sector. See additional comments in the Bulgarian country note.

<sup>3</sup> Canada: a federal benefit lasting up to 35 weeks is available for parents with a critically ill child under 18 years of age; most provinces have legislated for a matching leave period.

Country	Leave to care for sick dependents		Reduced hours		Right to request flexible work
	Children	Others	(Breast)feeding <sup>1</sup>	Other	
			(in Yuannan and Shaanxi)		
Croatia	■■■ 20 to 60 days per illness per family	■■■ 20 days for illness of spouse + 7 days per year for serious illness of immediate family member	■■■	■■ to 3 or 8 years for child with extra care/developmental needs	×
Cyprus	■ 7 days per year	■ 7 days per year	■ 1 hour per working day for 6 months	×	×
Czech Republic	■■ 9 days per illness	■■ 9 days per serious illness for relative at home	×	×	×
Denmark <sup>4</sup>	■■■ 1 to 2 days per illness	×	×	×	×
Estonia	■■■ 14 days per illness per family	■■■ 7 calendar days for illness of a family member  ■■ 5 working days per year to care for a relative with a severe disability	■■■	■ up to 10 days' additional unpaid leave plus ■■ 3 to 6 days' supplementary holiday	×

<sup>4</sup> Denmark: no statutory entitlement to childcare leave or career breaks, dependent on collective agreement or individual contract.

Country	Leave to care for sick dependents		Reduced hours		Right to request flexible work
	Children	Others	(Breast)feeding <sup>1</sup>	Other	
Finland	■(■) <sup>5</sup> 4 days per illness for a child up to 10 years	×	×	■ to end of second year at school	×
France	■ 3 days per year or ■ up to 3 years for serious disability or illness, with up to 310 days paid	■ up to 3 years for care of terminally ill relative with up to 310 days paid	×	■ child with disability; employees in public sector entitled to work part-time for family reasons	×
Germany	■■ up to a maximum of 25 days per year per parent	■ 10 days per illness + 6 months' long-term care for care-dependent relative	■■ 60- to 90-minute break per day	■ dependent relative with earnings re-allocation; right to reduced working hours for the 3 years following <i>Elternzeit</i>	×
Greece Private sector	■ 6 to 14 days per year per parent for sickness		■■■	■■■ to 2.5 years	×

<sup>5</sup> Finland: length of leave is defined by law; level of payment is determined by collective agreements. An allowance of 70 per cent of earnings is paid if the parent cannot work because of the hospitalisation of a child under seven years of age, a severely ill child between seven and 15 years of age, or the rehabilitation of a child under 16 years of age.

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Public sector	<p>plus 30 days for hospitalisation</p> <p>■■■ 10 days per year per parent whose children (up to 18 years) need regular transfusion or dialysis, have cancer, or need a transplant funded. Parents of children up to 18 years of age who have significant learning difficulties, Down's syndrome, or autism are also entitled to this leave.</p> <p>■■■ 4 to 9 days per year per parent + 22 days for certain medical conditions + ■ 30 days for hospitalisation</p>	<p>■ 6 to 14 days per year for dependent family members</p> <p>■■■ 22 days for spouse with certain medical conditions</p>	■■■	■■■ to 4 years	×
Hungary	<p>■■ unlimited to 14 days per family per year (according to age of child) plus additional leave days</p>	×	■■■ 2 x 1-hour breaks per day until child 6 months; 1-hour break to 9 months	■■ to 3 years for all and until youngest child turns 5, if 3+ children	×

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Iceland	×	×	×	×	Yes: employers required to support family/work balance
Ireland	■■■ 3 days per year per parent	■ or ■■ up to 104 weeks for dependent	■■■ adjust working hours	×	Yes: on return from Parental leave
Israel	■■■ 8 days per parent per year from own sickness leave	■■■ 6 days per year for spouse or parents from own sickness leave	■■■ 1 hour per day until 4 months after Maternity leave; transferable to father	×	×
Italy	■ unlimited to 3 years; 5 days per year for children aged 3 to 8	■■■ up to 2 years across entirety of working life for serious family need	■■■ 1 to 2 hours per day until child 12 months; transferable to father in some circumstances	×	Yes: until child is 6 years old or, if child has disabilities, until 18
Japan	■ 5 days per parent per year for child under CSA; 10 days if 2 or more children	■■■ up to 93 days over the lifetime of a family member with a serious illness or disability needing constant care for 2 weeks or more	■ 30 minutes twice a day until child 12 months	■ to 3 years	Yes: employees exempted from the entitlement to reduced hours to 3 years.



Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Korea	■ 90 days per parent per year, minimum 30 days	■ 90 days per worker per year, minimum 30 days	■■■ 30 minutes twice a day until child 12 months	×	×
Latvia	■■■ 14 to 21 days per sickness episode for a child under 14	×	■■■ 30 minutes every three hours per child up to 18 months (father or mother can use the right)	■■■ Up to 3 days' additional annual leave ■ to 14 years	Yes: pregnant women, women until a child turns 1, breast-feeding mothers, and workers with a child up to 14 (or 18 if child has a disability)
Lithuania	■ 2 weeks per year per worker with a child under 14 years	×	■■■ 30 minutes every three hours		Yes; all employees
Luxembourg	■■■ Up to 18 days per child per year (varies by age) or up to 52 weeks if child disabled or seriously ill	×	■■■ 2 x 45-minute breaks per day or 1 x 90-minute break	×	×
Malta					
Public sector	■ up to 1 year per parent for care of disabled child	■ up to 1 year per parent for care of spouse or parents	■■■ 1 to 3 breaks per day up to 1 hour in total	■■■ 20 to 35 hours per week until child is 16	Yes: teleworking for 12 months (renewable yearly)
Private sector	×	×	×	×	×

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Mexico	✗ <sup>6</sup>	✗	■■■ 2 x 30-minute breaks per day until child 6 months old	✗	✗
Netherlands	■■■ 2 x working hours/week per year ■ 6 x working hours/week taken part-time per year where long-term care needed	■■■ 2 x working hours/week) per year or ■ 6 x working hours/week taken part-time per year	■■■ up to 25 per cent of working hours until child 9 months old	✗	Yes: flexible hours and working from home for all employees if employer has 10+ employees
New Zealand	■■■ 5 days per year	■■■ 5 days per year	■ right to request break	✗	Yes: any worker
Norway	■■■ 10 to 15 days per parent of child(ren) under 12 years per year; 20 to 30 days for single parent	■■■ Up to 60 days if caring for terminally ill family member in the home; 10 days every year to care for sick parents or spouse/partner	■■■ one hour per day for child under 12 months	■ to 10 years	✗
Poland	■■■ 14 days per year per worker	■■■ 14 days per year per worker	■■■ Two 30-minute breaks per day	✗	Yes: in certain circumstances, e.g. a disabled or seriously ill child

<sup>6</sup> Mexico: only exception is full-time leave paid at 60 per cent of earnings to care for a child under 16 years of age diagnosed with cancer, during the period the child is in hospital or in need of continuous treatment

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Portugal	■ ■ 30 days per year per family if child <12 years; 15 days if child >12 years	■ 15 days per year for close relative + 15 days for severely disabled or chronically ill spouse	■ ■ ■ 2 hours per day until child 12 months; can be taken by either parent	■ to 12 years	Yes: entitlement to work flexible hours until child 12 years
Romania	■ ■ ■ 45 days per year per family for chronically ill child under 7 (or 18 if living with a disability)	×	■ ■ ■ two 1-hour breaks per day until child is 12 months old; or reduce working hours by two hours per day.	×	×
Russian Fed.	■ ■ ■ 45 to 60 days per child per year depending on age of child	×	■ ■ ■ once every 3 hours for 30 minutes	×	×
Slovakia	■ ■ 10 days per year per worker	■ ■ 10 days per year per worker for a relative living at home	■ ■ ■ 2 x 30 minutes until child reaches 6 months, 1 x 30 minutes until child reaches 12 months	×	×

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
Slovenia	■■■ 7 to 15 days per illness, longer in exceptional cases	■■■ 15 days per illness for a spouse, longer in exceptional cases	■■■ 1 hour per day until child reaches 18 months	■■■ until 3 years, or longer if child lives with disability <sup>7</sup>	×
South Africa	■■■ 3 to 5 days per year	■■■ 3 to 5 days per year	×	×	×
Spain	■■■ 2 to 4 days per illness per parent; 3 days public sector or ■■■ unlimited for seriously ill child in hospital or needing treatment at home	■■■ 2 to 4 days per illness per worker or ■■ 2 to 3 years (for public sector) to care for a seriously ill relative	■■■ 1 hour per day for 9 or 12 months (public sector); individual, non-transferable right of both parents <sup>8</sup>	■ until child is 12 years old, or longer if child lives with a disability	×
Sweden	■■■ 120 days per child up to 12 years old per year ■■■ Unlimited for seriously ill child	×	■■■ (duration not specified)	■ reduced by 25 per cent up to 8 years; extendable in case of special needs	×
Switzerland	■■■ 3 days per illness episode per family	×	■■■ 30 minutes to 1.5-hour break per day (depending on hours worked)	×	×

<sup>7</sup> Slovenia: social security contributions based on the minimum wage are paid for the hours not worked.

<sup>8</sup> Spain: reduced hours until child is nine to 12 months of age may be consolidated as two to four weeks of full-time leave.

Country	Leave to care for sick dependents		Reduced hours (Breast)feeding <sup>1</sup>		Right to request flexible work
	Children	Others		Other	
			during child's first year		
United Kingdom	■ 'reasonable time'	■ 'reasonable time'	×	■■■ paid time off for both parents for antenatal care	Yes: all employees
USA	■ 12 weeks for a seriously ill child (medium or large employers only)	■ 12 weeks for a seriously ill spouse or parent (medium or large employers only)	■ Reasonable break time in private place (larger employers only)	×	×
Uruguay					
Private sector	×	×	×	■■■ to 5 months	×
Public sector	×	×	×	■■■ minimum of 4 hours per day when baby is between 3 and 12 months	×

**Key:**

×: no statutory entitlement. ■: statutory entitlement but unpaid, including EU member states covered by *force majeure* measure in Parental leave directive; ■■: statutory entitlement, paid but *either* at low flat-rate (less than €1,000/month) *or* earnings-related at less than 66 per cent of earnings *or* not universal; ■■■: statutory entitlement, paid for all or part of duration to all parents at an earnings-related level or 66 per cent of earnings or more, the latter being an indicator used by the European Commission in monitoring member states' progress in meeting Employment

Guidelines (European Commission (2010), *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2010 compendium*, Table 18.M3. Available at:  
<http://www.nbbmuseum.be/doc/seminar2010/fr/bibliographie/risque/compendiumjul2010.pdf>