

Ireland³⁰²

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April 2024

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (responsibility of the Department of Social Protection)

Length of leave (before and after birth)

- Forty-two weeks.
- It is obligatory to take at least 2 weeks before the birth and 4 weeks after the birth.

Payment and funding

- A maternity benefit rate of €274 per week is paid to qualifying persons for 26 weeks; the remaining 16 weeks is unpaid. Mothers who are already on certain social welfare payments are entitled to half-rate maternity benefit.
- Payments are made to the mother by the Social Insurance Fund (SIF).
- Payments are taxable.
- Funded by the SIF, which is financed by contributions from employers and employees. Pay Related Social Insurance (PRSI) rates vary across different types of employment. However, the majority of employees pay 4 per cent of earnings and employers pay 11.05 per cent.

³⁰² Please cite as: Köppe, S. and Szelewa, D. (2024) 'Ireland country note', in Dobrotić, I., Blum, S., Kaufman, G., Koslowski, A., Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2024*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

Flexibility in use

- Leave can be started between 16 and 2 weeks before the expected date of delivery.

Eligibility (e.g., related to employment or family circumstances)

- To be eligible for maternity benefit, an employee or self-employed woman must meet certain conditions relating to payment of Pay Related Social Insurance (PRSI): for example, to have been employed for 39 weeks, during which PRSI was paid in the 12-month period before the first day of Maternity leave or 52 weeks of prior contributions paid in the case of self-employed.
- Transgender men who have obtained a gender recognition certificate and subsequently given birth are covered by the employment law protections surrounding maternity and pregnancy related leave and entitlements and hence, have the right to maternity leave³⁰³.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- Fathers are entitled to Maternity leave if the mother dies within 40 weeks of the birth. In these circumstances, the father is entitled to a period of leave, the extent of which depends on the date of the mother's death. If the mother dies within 24 weeks of the birth, he has an optional right to the additional Maternity leave. If the mother's death is over 24 weeks after the birth, the father is entitled to leave until 40 weeks after the birth. The leave starts within seven days of the mother's death.
- In the case of a child who is hospitalised, the mother may postpone her Maternity leave, if she has taken 14 weeks (including at least four weeks since the baby was born) up to a period of 6 months, with the agreement of the employer.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- Members of the Civil and Public and Services Union (CPSU) and other public sector workers are entitled to 26 weeks' Maternity leave at full payment.

b. Paternity leave (responsibility of the Department of Social Protection)

Length of leave

- Two weeks.

Payment and funding

- A paternity benefit payment of €274 per week.
- Paid, taxed and funded as for Maternity leave.

³⁰³ Work Life Balance and Miscellaneous Provisions Act 2023.

Flexibility in use

- Paternity leave may be taken at any time within the first 6 months following the birth or adoption of a child, but must be taken one continuous period.

Eligibility (e.g., related to employment or family circumstances)

- To be eligible for paternity benefit, an employee or self-employed person must meet certain conditions relating to payment of Pay Related Social Insurance (PRSI): for example, to have been employed for 39 weeks, during which PRSI was paid in the 12-month period before the first day of paternity leave or 52 weeks of prior contributions paid in the case of self-employed.
- It is paid to an employee or self-employed person who is a relevant parent, defined as: the father of the child; the spouse, civil partner or co-habitant of the mother of the child; or the parent of a donor-conceived child. In the case of an adopted child, the relevant parent may include: the nominated parent in a married same-sex couple; the spouse, civil partner, or co-habitant of the adopting mother; or sole male adopter.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- Employers can provide top-ups. All public sector workers receive a 100 per cent salary top-up; in the private sector, about 52 per cent of companies provide top-ups.³⁰⁴ In total, Köppe (2023) estimates that about 55 per cent of fathers have access to top-ups.³⁰⁵

c. Parental leave (responsibility of the Department of Social Protection)

Length of leave

- Twenty-six weeks per parent.
- Leave is an individual non-transferable entitlement. The one exception is when parents are employed by the same employer, in which case they can transfer a maximum of 14 weeks of their Parental leave entitlement to the other parent, subject to the employer's agreement.

Payment and funding

- None.

Flexibility in use

³⁰⁴ Ibec Research Unit (2020) *Paternity Benefit Report 2020*. Dublin: Irish Business and Employers Confederation.

³⁰⁵ Köppe, S. (2023) 'Ireland's Paternity Leave: Sluggish Benefit Take-up and Occupational Inequalities', *Journal of Family Studies*, Vol.29, 6: 2524-2539. doi: 10.1080/13229400.2023.2179527

- Leave may be taken up to the child's 12th birthday, and up to their 16th birthday in the case of children with disabilities and serious illnesses.
- Leave may be taken in separate periods of a minimum of 6 continuous weeks. Employers may grant shorter periods of leave at their discretion; for example, parents may break the leave into working days or hours (or a combination of both).
- Parents can be on leave together, for part of the period or for the whole period.
- If parents have more than 1 child, Parental leave is limited to 26 weeks in a 12 month period.
- If parents work part-time, their entitlement to parental leave is reduced on a 'pro-rata basis'.

Eligibility (e.g., related to employment or family circumstances)

- All employees who have completed one year's continuous employment with their current employer. If the child is very near the age threshold and an employee has been working for a current employer for more than 3 months but less than 1 year, Parental leave can be used pro-rata.
- An extension of the *force majeure* provisions includes people in a relationship of domestic dependency, including same-sex partners.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to a person other than the parents

- As leave is allocated per child, the leave period is doubled for parents of twins, and tripled for parents of triplets.
- Parents with a disabled child do not get additional Parental leave, but are eligible for carer's leave and can take that leave until the child's 16th birthday.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- Parental leave can be postponed for six months (to a date agreed upon by both the employer and employee) if the granting of the leave would have a substantial adverse effect on the operation of the business.
- An employee who falls ill while on Parental leave, and as a result is unable to care for the child, may suspend the Parental leave for the duration of the illness, following which period the Parental leave recommences.
- Statutory codes of practice specify the manner in which Parental leave and *force majeure* leave might be taken, and the manner in which an employer can terminate Parental leave.

d. Parent's leave (responsibility of the Department of Social Protection)

Length of leave

- Seven weeks per parent.
- Leave is an individual non-transferable entitlement, except in specified circumstances such as the death of one of the parents.

Payment and funding

- A Parent's benefit of €274 per week.
- Paid, taxed and funded as for Maternity leave.

Flexibility in use

- Parent's leave may be taken at any time within the first 2 years following the birth or adoption of a child.
- Parents must take Maternity/Paternity leave before Parent's leave.
- Employees who are entitled to Paternity leave and Parent's leave can take these leave entitlements in whichever order they wish subject to the relevant time limits.
- Leave may be taken as a continuous period of 7 weeks or in individual weeks.
- Parents can be on leave together.

Eligibility (e.g., related to employment or family circumstances)

- The 'relevant parent' entitled to the leave includes an employed or self-employed: parent of the child, a spouse, civil partner or cohabitant of the parent of the child, a parent of a donor-conceived child, the adopting parent or parents of a child, the spouse, civil partner or spouse of the adopting parent of the child, as well as each member of a married same-sex couple, of a couple that are civil partners of each other, or of a cohabiting same-sex couple.
- A person who has satisfied the PRSI conditionality for maternity/paternity/adoptive benefit will be deemed to have satisfied the conditionality for Parent's benefit.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the parents

- In the case of multiple births or the adoption of more than 1 child at the same time, a parent is only entitled to 1 period of Parent's leave.
- Where one of the parents entitled to leave dies within the period of 52 weeks following the birth or adoption of a child, the employed surviving parent of the child is entitled to a period of transferred Parental leave.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- The leave can be postponed by the employee in case the employee becomes ill after notifying their employer of their intention to take the leave or in the event of hospitalisation of the child.
- The leave can be also postponed by the employee if the date of placement of a child for adoption is postponed or where the child's birth occurs after the date selected by the employee as that on which parent's leave will begin. In these circumstances, the parent will be entitled to select another date, but must comply with the sequence of the leave (i.e., only after taking Maternity leave or transferred Paternity leave, where applicable).
- The leave can be postponed by the employer if taking the leave by the employee would result in substantial adverse effect on the operation of their business, profession or occupation. Reasons for postponement can include: the seasonal variations in the volume of work, the unavailability of another person to carry out the duties of the employee during the leave period, staffing levels over the period of the requested leave.
- In the private sector, about 19 per cent of companies provide top-ups³⁰⁶; compared to Maternity/Paternity leave, public sector employees do not receive top-ups.

e. Childcare leave or career breaks

No statutory entitlement.

f. Other types of leave and flexible working

Adoption leave and pay

- Forty weeks of leave for adopting mothers or sole male adopters of children under 8 years of age, with 24 weeks being paid and 16 weeks being unpaid. Payment and eligibility are the same as for Maternity leave. If the child is under 3 years of age at the time of adoption, unpaid Parental leave can be taken before the child reaches five years of age. However, if the child is aged between 3 and 8 years at the time of adoption, the leave must be taken within 2 years of the adoption order.
- Adoptive leave and/or additional adoptive leave may be split in the event of the hospitalisation of the adopted child, subject to the agreement of the employer.
- New adoptive parents (other than the mother of the child) can get 2 weeks' statutory Paternity leave from employment or self-employment following the birth or adoption of a child.
- Parent's leave and Parent's benefit is also available for adoptive parents of children.

³⁰⁶ Ibec Research Unit (2020) *Parent's Leave Report 2020*. Dublin: Irish Business and Employers Confederation.

Time off for the care of dependents

- Leave for medical care enables employees to provide care or support for a serious medical reason to a specified person who is a child, co-habitant, parent, grandparent, sibling or co-occupant of the same household. The leave, which is unpaid, is available for 5 days per year, and may be taken as single or multiple days.³⁰⁷
- Three days of paid leave per worker within any 12 consecutive months, up to a limit of 5 days within any 36 consecutive months (treated as *force majeure*).
- Carer's Leave and Benefit is available to care for a dependent, mainly related to long-term care, but also in case of serious illness of a child or spouse; the dependent does not have to be a family member or spouse, but can be a friend or colleague. Unpaid leave can be taken of between 13 and 104 weeks. A Carer's Benefit can be paid, at a rate of €249 per week for one dependent, with an increased rate if dependent children are living in the household; when caring for more than one person the rate is €373.50 per week. To receive this benefit, a carer must have at least a total of 3 years of social contributions; continuous contributions in the last 39 weeks (see Maternity leave); and be younger than 66 years. The entitlement is based on the dependent needing care and the assessment is conducted by the Department of Social Protection after checking with the dependent's GP.

Specific provision for (breast)feeding

- Breastfeeding mothers are entitled to adjust their working hours or, if breastfeeding facilities are provided at work, to take breastfeeding breaks up until the child is 2 years old. These breaks are up to 1 hour per day, without reduction of pay, and can be taken in 60, 30 or 20 minute lengths³⁰⁸.

Domestic Violence Leave

- Employees affected by domestic violence can take up to 5 days leave at full pay. The full wage replacement is unique in the Irish context compared to other leave entitlements, also since no income ceiling applies.
- There is no waiting period or minimum employment to claim the benefit and usually a needs test does not apply, e.g., providing proof.
- The domestic violence leave covers time for medical appointments, counselling, victim services, relocation, attend courts, legal advice, police services (*Garda Síochána*) and other related services.

³⁰⁷ Work Life Balance and Miscellaneous Provisions Act 2023 and 'Unpaid Leave for Medical Care', Citizen Information Board. Available at <https://www.citizensinformation.ie/en/employment/employment-rights-and-conditions/leave-and-holidays/unpaid-leave-for-medical-care/>

³⁰⁸ S.I. No. 342/2023 - Maternity Protection (Protection of Mothers Who Are Breastfeeding) (Amendment) Regulations 2023; 'Breastfeeding' Citizen Information Board. Available at: <https://www.citizensinformation.ie/en/birth-family-relationships/after-your-baby-is-born/breastfeeding/>

- Employers are eligible if the person abusing is a spouse, civil partner, cohabitant, current or former intimate partner, or dependent child under 18 years old. Furthermore, supporting relatives and friends can take leave when accompanying an employee taking domestic violence leave.

Flexible working and remote working

- Parents have the right to request flexible working and remote working with the options of normal working hours or patterns to be adjusted, including through remote working, flexible schedules or reduced hours³⁰⁹. Other eligible persons include those acting 'in loco parentis' (acting as a parent to the child) or a carer providing personal care or support to a specified person living in the same household, needing significant care for a serious medical reason.
- The child must be under 12 years, or under 16 years in the case of disability or long-term illness. Flexible working can also be requested to take care of a spouse or civil partner, cohabitant, parent or grandparent, brother or sister and a housemate.
- Eligibility requirements include 6 months of continuous service (continuous employment) before the flexible working arrangement can start.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave available is nearly 24 months, but most of this is unpaid; leave paid at a low flat rate lasts for just under eight and a half months. All children from 2 years and 8 months old until they transfer to primary school (at around 4 years) can receive 15 hours of free 'early learning and care' per week for 38 weeks a year for a 2-year period under the Early Childhood Care and Education programme (ECCE). However, this is not yet a legal entitlement; the programme is available on a 'universal' basis, i.e., any child that has a place and is of the right age can take part, but is dependent on a family finding a place. The government proposes to introduce a legal entitlement to access ECCE by 2028.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

³⁰⁹ Workplace Relations Commission 'Code of Practice for Employers and Employees Right to Request Flexible Working and Right to Request Remote Working', https://www.workplacerelations.ie/en/what_you_should_know/codes_practice/code-of-practice-for-employers-and-employees-right-to-request-flexible-working-and-right-to-request-remote-working/

3.Changes in policy since April 2023 (including proposals currently under discussion)

The Parent's Leave and Benefit Act 2019³¹⁰ introduced two weeks of paid Parent's leave (not to be confused with Parental leave, see Section 1c) per parent as a new and separate scheme (for details, see Section 1d). The leave has been incrementally extended to 5 weeks (April 2021) and 7 weeks (July 2022), with a planned increase to 9 weeks by August 2024 to comply with the EU work-life balance directive.³¹¹ The additional 2 weeks apply to children born after the implementation date.³¹² Employers have the option of topping up the basic payment, should they wish (as is currently the case with Maternity and Paternity leave benefit).

The level of Maternity, Paternity and Parent's leave benefit was increased from €262 to €274 per week from the beginning of 2024.³¹³

Teachta Dála (TD - Members of Parliament), Senators and Ministers are not entitled to these statutory leave schemes; a bill to extend Maternity leave to councillors was implemented on 21 December 2022.³¹⁴ The Minister of Justice, Helen McEntee, was the first prominent cabinet member to take leave, for 6 months³¹⁵, and due to the absence of any statutory entitlement, she was assigned Minister without Portfolio during this period. There are no plans to extend Paternity/Parental leave to members of the Oireachtas (i.e., TDs and Senators) and ministers; and recent evidence shows reluctance among these career politicians to implement formal leave entitlements.³¹⁶

The Work-life Balance Bill was signed into law on 4 April 2023 and is pending implementation by the responsible ministers.³¹⁷ The legislation introduces an unpaid leave for medical care (five days per carer), paid domestic violence leave (five days), improves rights for flexible working, and extends the entitlement for

³¹⁰ Parent's Leave and Benefit Act 2019, Number 35 of 2019. Available at: <http://www.irishstatutebook.ie/eli/2019/act/35/enacted/en/pdf>

³¹¹ Government of Ireland (2023): Budget 2024, Expenditure Report. Dublin: Department of Public Expenditure.

³¹² Citizen's Information Board (2022) *Parent's leave*. Available at: https://www.citizensinformation.ie/en/employment/employment_rights_and_conditions/leave_and_holidays/parents_leave.html

³¹³ Government of Ireland (2023) *Budget 2024, Expenditure Report*. Dublin: Department of Public Expenditure.

³¹⁴ Local Government (Maternity Protection and Other Measures for Members of Local Authorities) Act 2022. Available at: <https://www.oireachtas.ie/en/bills/bill/2022/110/>.

³¹⁵ Department of Justice (2021) *Statement by Minister for Justice Helen McEntee – Maternity Leave. Press Release 11 March 2021*. Available at: www.gov.ie/en/press-release/1e1f0-statement-by-minister-for-justice-helen-mcentee-maternity-leave/.

³¹⁶ McMahon, S. (2023) 'Why is it so difficult to provide maternity leave for TDs and Senators?' *Irish Politics Forum*, 15 Sep 2023. Available at: <https://politicalreform.ie/2023/09/15/why-is-it-so-difficult-to-provide-maternity-leave-for-tds-and-senators/>.

³¹⁷ <https://www.oireachtas.ie/en/bills/bill/2022/92/>

breast feeding breaks from six months to two years after child birth.³¹⁸ On 7 March 2024, the Workplace Relations Commission published a Code of Practice outlining the best practice in considering the new statutory flexible work arrangements; it also provides template application forms and a template Work/Life Balance policy for the employers and HR managers (see the previous sections for details).³¹⁹

4. Uptake of leave

a. Maternity leave

According to the social protection statistics, 42,131 maternity benefits were awarded for 2022.³²⁰ The figures are considered to be generally static from year to year and follow changes in the birth rate.³²¹ In terms of costs, expenditure on the benefit was €263.3 million in 2022 (latest available).³²²

In 2020, the Irish Central Statistics Office (CSO) released a report examining employment data for people who received maternity and paternity benefits in 2019.³²³ This reported that maternity benefit was paid to 5.3 per 100 employees in 2019, a slight decrease from 5.4 in 2018. Maternity leave take-up differed depending on the sector: public administration and defence had the highest sectoral rate of maternity benefit take-up at 8.3 per 100 employees in 2019, while the lowest rate was in accommodation and food services, at 2.5. The take-up of maternity benefit was highest in large enterprises (that is, with 250 or more employees). More than half (54 per cent) of maternity benefit recipients received a top-up payment from their employer in addition to their maternity benefit payment. Of those women who did not receive additional income from their

³¹⁸ Oireachtas (2022) *Report on pre-legislative scrutiny of the General Scheme of a Work Life Balance and Miscellaneous Provisions Bill 2022*. Dublin: Oireachtas. Ashe, S. (2022) *Work Life Balance and Miscellaneous Provisions Bill 2022. Bill Digest. Bill No. 92 of 2022, 11 Oct 2022*. Available at: https://data.oireachtas.ie/ie/oireachtas/libraryResearch/2022/2022-11-09_bill-digest-work-life-balance-and-miscellaneous-provisions-bill-2022_en.pdf.

³¹⁹ Workplace Relations Commission 'Code of Practice for Employers and Employees Right to Request Flexible Working and Right to Request Remote Working'. Available at: https://www.workplacerelations.ie/en/what_you_should_know/codes_practice/code-of-practice-for-employers-and-employees-right-to-request-flexible-working-and-right-to-request-remote-working/

³²⁰ Department of Social Protection (2023) *Statistical Information on Social Welfare Services, Annual Report 2022*. Dublin: Department of Social Protection.

³²¹ CSO (2021) *Vital Statistics Yearly Summary*. Dublin: Central Statistical Office. Available at: <https://www.cso.ie/en/releasesandpublications/ep/p-vs/vitalstatisticsyearlysummary2020/>,

³²² Department of Social Protection (2023) *Statistical Information on Social Welfare Services, Annual Report 2022*. Dublin: Department of Social Protection.

³²³ CSO (2020) *Employment Analysis of Maternity and Paternity Benefits*. CSO statistical release, 02 June 2020. Available at: <https://www.cso.ie/en/releasesandpublications/er/eampb/employmentanalysisofmaternityandpaternitybenefits2016-2019/>

employer, the majority earned less than the flat-rate weekly maternity benefit amount from the Department of Employment Affairs and Social Protection.

One in ten (10.1 per cent) women in receipt of maternity benefit in 2018 did not return to paid employment in 2019. For workplaces with less than ten employees, 14.9 per cent of maternity benefit recipients in 2018 did not return to paid employment the following year, compared with only 3.4 per cent in large enterprises with 250 or more employees.³²⁴ The likelihood of a woman not returning to paid employment also varied by sector: from 31.4 per cent for those in agriculture, forestry and fishing to 1.2 per cent in public administration and defence. It also drops with each additional child, particularly for those who have had four or more children.

A recent qualitative study shows the specific challenges of women in television and the media sector to take Maternity leave and achieve a more family friendly work-life balance within the sector.³²⁵ A sector-specific challenge is the long working hours during filming, which pose particular problems for breastfeeding and care arrangements.

b. Paternity leave

Between 2016 and 2020 Paternity leave take-up increased from 34 to 48 percent, measured as the crude rate of the percentage of claimants in relation to births.³²⁶ Köppe (2023) also shows that the highest take-up (54 per cent) was recorded in the first quarter of 2020. When adjusting for the employment rate, the highest recorded take-up is 64 per cent (Q1, 2020). The income net replacement rate of the statutory benefit is around 36 per cent of average earnings (in 2015 figures)³²⁷. In 2022, 28,246 fathers took leave³²⁸, which – similar to Maternity leave – corresponds with the birth rate and rather suggests a stable and matured take-up.

According to CSO estimates that consider the social insurance entitlements of fathers, take-up has been at 58 and 55 percent in 2017 and 2018, respectively. The sectors with the highest rates of paternity benefit per 100 employees in 2019 were public administration and defence (5.6), industry (4.5) and financial and real estate (4.2).³²⁹ Yet, between 2017 and 2018 the occupational segregation has increased²⁵. Micro-enterprises with less than ten employees had the largest proportion of fathers who did not take paternity benefit to which they were entitled in 2018, at 62.1 per cent. Companies with 250 or more employees had the smallest proportion of fathers not taking paternity leave and benefit at 36.5 per

³²⁴ Ibid.

³²⁵ O'Brien, A. and Arnold, S. (2024). Combining motherhood and work in the creative industries: Mothers have the problem. *Media, Culture & Society* (early view), doi: 10.1177/01634437241229327

³²⁶ Köppe, S. (2023) 'Ireland's Paternity Leave: Sluggish Benefit Take-up and Occupational Inequalities', *Journal of Family Studies*, Vol.29, 6: 2524-2539. doi: 10.1080/13229400.2023.2179527

³²⁷ *ibid.*

³²⁸ Department of Social Protection (2023) *Statistical Information on Social Welfare Services, Annual Report 2022*. Dublin: Department of Social Protection.

³²⁹ CSO (2020) *Employment Analysis of Maternity and Paternity Benefits*. CSO statistical release, 02 June 2020.

cent²⁸. Moreover, Köppe (2023) shows that older and younger fathers have a lower take-up. Overall, Köppe (2023) argues the relative low take-up is due to the low flat-rate benefit and occupational inequalities.

c. Parental and Parent’s leave

In the first year when Parent’s leave and benefit was fully available, 2020, 16,683 were awarded benefits and this increased to 51,395 in 2021 and 77,015 in 2022.³³⁰ As the policy matures and more parents become eligible, we estimate a female take-up rate of almost 100 per cent and male take-up rate of about 50 per cent by early 2023 (crude rate); the gender rate, i.e., male share of female claimants, is 52.6 per cent.³³¹

The latest CSO analysis reports all types of family leave take by all employees (see Table 1). Overall, take-up of Parent’s leave is lower than for Maternity leave, because fewer employers top-up the statutory flat-rate for the former. As the figures relate to all employees, it is impossible to identify eligible parents and calculate a real take-up rate.

Table 1: Type of family leave taken in 12 months prior to Q1 2021, per cent of employees aged 18 years and over

Type of family leave taken							
Paid maternity or adoptive leave	Unpaid maternity or adoptive leave	Paternity leave	Unpaid parental leave	Parent’s leave	Force majeure leave	Compassionate leave	No family leave taken
4.3	1.4	1.7	2.2	1.7	1.7	4.8	85.9

Source: www.cso.ie/en/releasesandpublications/ep/p-pwlbmr/personalandwork-lifebalance2021-mainresults/leaveintheworkplace/

d. Other types of leave and flexible working

No information available since a survey in 2001.

³³⁰ Department of Social Protection (2023) *Statistical Information on Social Welfare Services, Annual Report 2022*. Dublin: Department of Social Protection.

³³¹ Own calculations. Mother’s crude rate is lagged by 2 quarters to account for the maternity leave take-up in the first 6 months. Data is from DSP. (2024). Quarterly Statistical Report. Recipients by Sex. Dublin: Department of Social Protection. https://data.gov.ie/dataset/quarterly-statistical-report-recipients-by-sex?package_type=dataset