

# Portugal<sup>1</sup>

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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

**Note on terminology:** a new Labour Law came into effect in May 2009 and major changes were introduced in Leave policy (see details in 2009 review). 'Maternity leave' was replaced by the 'Initial Parental leave'; 'Paternity leave' and optional Parental leave for fathers was replaced by 'fathers-only Parental leave' and a 'sharing bonus' was introduced (see below).

### a. Initial Parental leave (*licença parental inicial* – formerly 'Maternity leave', see note on terminology) (responsibility of the Ministry of Solidarity and Social Security)

*Length of leave (before and after birth)*

- One hundred and twenty (120) or 150 calendar days, depending on payment level (see 'payment and funding' below). It is obligatory for the mother to take 42 calendar days (six weeks) following the birth (mother's-only Initial Parental leave); the remaining period may be divided between parents by mutual agreement. An extra 30 days ('sharing bonus') is available if both parents share the leave. See 'flexibility' below for options available to parents.

*Payment and funding*

- One hundred and twenty (120) days at 100 per cent of earnings or 150 days at 80 per cent of earnings, with no ceiling on payments, if parents do not meet the gender sharing criteria; or 150 days at 100 per cent of earnings or 180 days at 83 per cent of earnings, with no ceiling on payments, if parents meet the gender sharing criteria.
- If parents decide to divide the 30 days of the fifth month of initial Parental leave, in order to stay at home simultaneously (each for a maximum of 15 days), payment remains at 80 per cent of earnings for each parent (see flexibility in use, point four).

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- Monthly payment corresponds to an average of all gross earnings during the first six months within the last eight months immediately prior to leave. Previously this monthly payment would have included holidays, Christmas or other extra benefits, but as from 2012 the government decided to exclude these benefits from that average. Therefore, Parental benefit now corresponds more closely to previous monthly earnings, whereas before it could be significantly different. Nevertheless, while on leave parents continue to receive more than when they are working, since they are exempt from paying taxes (social security contributions and IRS) during the leave period. Parents continue to accrue pension credits and other entitlements during the leave period.
- Parents living in Portuguese islands (Madeira and Azores) are entitled to an uprating of two per cent in Parental leave benefit as compared to the mainland.
- When the level of earnings is very low there is a minimum payment of €11.44, €9.15 or €9.44 per day (social parental benefit, see eligibility).
- Parental leave benefit is funded by the Social Security system, financed in part by contributions to social security from employers and employees. The total amount of this contribution is 34.75 per cent of the employee's gross monthly salary. Employers contribute 23.75 per cent and employees 11 per cent. It is additionally funded from general taxation for cash benefits where there is no record of contributions or insufficient contributions, e.g. 'social parental benefit' (see 'eligibility').
- Non-employed parents receiving either social Parental benefit or unemployment benefit can claim pension credits regarding their leave period; apart from these two situations, non-employed parents are not eligible to paid leave or to pension credits for childrearing.

#### *Flexibility in use*

- Mothers have the option to take up to 30 days of Initial Parental leave before birth; six weeks (42 calendar days) immediately after birth are obligatory for mothers ('mother's-only Initial Parental leave', *licença parental inicial exclusiva da mãe*).
- Initial Parental leave may be taken in the following ways:
  1. the mother (or the father, after the mother's obligatory period) may take all 120 days at 100 per cent of earnings or all 150 days at 80 per cent of earnings, i.e. there is no sharing of leave;
  2. parents may divide between themselves 150 days at 100 per cent of earnings on condition the father takes at least 30 consecutive days or two periods of 15 consecutive days of leave alone, without the mother, or *vice versa*);
  3. parents may divide between themselves 180 days at 83 per cent of earnings on condition the father takes at least 30 consecutive days or two periods of 15 consecutive days of leave alone (without the mother, or *vice versa*);
  4. during the fifth month, parents can share a maximum of 30 days in order to stay at home together but each parent can only stay at home with the other parent for a maximum of 15 days. Therefore, this option of staying at home together will imply a shortening of the total amount of leave time, from five to four and a half months, or from six to five and a half months (the latter is for cases where parents meet the gender criteria for sharing, which allows for the bonus).

- When parents want to take leave at the same time and both work for the same employer in a small company, the employer must give his agreement.
- Initial Parental leave of 120 or 150 days can be divided between parents, but cannot be taken at the same time by both parents except in the case just mentioned above: a maximum of 30 days during the fifth month can be divided between the parents (15 days for each), so that they can stay home together.
- Working is not permitted while on paid leave
- Single parents cannot use the other parent's entitlement.
- The Leave legislation (2009) does not mention same-sex parental couples yet. However, same sex marriage was introduced in 2010, followed by same sex adoption in 2016.

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

- All female employees with a record of six months (continuous or intermittent; the latter is only possible if the period without contributions is below six months) of insurance contributions. Mothers who have no record of contributions or insufficient contributions are entitled to a monthly benefit (social parental benefit), but only if their family income is below 80 per cent of the Index of Social Support (€428.90 in 2018). The amount and duration of this benefit is €343.12 for 120 consecutive days and €274.50 (64 per cent of IAS) for 150 consecutive days if parents do not share leave; if parents decide to share leave, benefit is paid at €343.12 for 150 consecutive days and €283.07 (66 per cent of IAS) for 180 consecutive days.
- Father's eligibility to use or to share Initial Parental leave is the same as mothers however it depends on the mother working or being eligible for other reasons (e.g. low family income, unemployment benefit). For example, if the mother is not eligible at all, the working father can only take his Father's-only Parental leave of 15 obligatory and 10 optional working days (see 1b); if the mother works but the father does not and is not eligible for other reasons (e.g. low family income, unemployment benefit) the mother is still eligible for Initial Parental leave.
- The sharing bonus only applies if both parents work or are eligible for other reasons (e.g. have a low family income, receive unemployment benefit).
- Self-employed workers, who contribute to social security and unemployed women/men receiving unemployment benefit.
- Eligibility does not differ for leave and for benefits.

*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*

- In the case of multiple births, the leave period is extended by one month for every additional child.
- In case of death, mental illness or the physical incapacity of the parent who is taking leave at the moment, the other parent is entitled to the (remaining) leave to which the other parent would otherwise be entitled (this is called '*Initial Parental leave to be taken by one of the parents in case of the other parent's impossibility*'). A minimum of 30 days leave is granted to the father in case of mother's death, mental illness or physical incapacity.

- A working grandparent is entitled to 30 days leave, following the birth of a grandchild to an adolescent still living at home.
- In cases of poor health or health risks to the mother and child, the pregnant mother is entitled to receive maternity benefits before birth, for as long as the period of risk lasts (this leave is called 'health risk leave during pregnancy'). This leave does not reduce the 120, 150 or 180 days of Initial Parental leave, requires a medical certificate and is paid at 100 per cent of earnings.
- In case of hospitalisation of the child or the parent who is taking leave during the period after childbirth, the leave period shall be suspended at the request of the parent for as long as hospitalisation lasts.
- In cases of "specific risks" – ("night work" from 10 pm until 7 am of the next day "exposure to specific agents, processes or working conditions", both specified by law) – during pregnancy, after birth and while breastfeeding, women may interrupt their work and are entitled to a "leave/benefit for specific risks" paid at 65 per cent of salary. This interruption requires a medical certificate regarding danger to worker's health or safety and to the child's development as well as an employer's declaration concerning the impossibility of giving the working mother/pregnant woman another schedule or function. This leave does not reduce the 120, 150 or 180 days of Initial Parental Leave.

**b. Father's-only Parental leave (*licença parental exclusiva do pai* – formerly Paternity leave, see note on terminology) (responsibility of the Ministry of Solidarity and Social Security)**

*Length of leave*

- Twenty-five (25) working days, 15 of which are obligatory and must be taken during the first month after birth.

*Payment and funding*

- One hundred (100) per cent of gross earnings with no ceiling.
- Parents living in Portuguese islands (Madeira and Azores) are entitled to an uprating of two per cent in Parental leave benefit compared to the mainland.
- Non-employed parents receiving either social parental benefit or unemployment benefit can claim pension credits regarding their leave period; except for these two situations, non-employed parents are not eligible either to leave, payment or pension credits for childrearing.

*Flexibility in use*

- Five of the 15 obligatory days must be taken consecutively immediately after birth; the other ten days must be taken during the first month after birth; the other ten optional days must be taken while the mother is on Initial Parental leave.
- The Law states that 15 days are compulsory and in principle these are enforced. The ATC (Authority for Labour Conditions) carries out inspections in the workplace and has had to provide new protocols and training for inspectors, who now have to be attentive to all aspects of parental leave up-take and not only maternity leave (enforced since 1976).

The rapid increase in take-up rates over the last few years shows that the majority of fathers now take compulsory paternity leave.

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

- As Initial Parental leave. Fathers who have no record of, or insufficient contributions are entitled to the obligatory paid leave of 15 working days as well as to the ten optional working days just as long as they meet the low income/flat rate criteria; daily payment is €11.44, corresponding to 80 per cent of 1/30 of IAS (€428.90 in 2018).

*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 father*

- The 15 obligatory days will be increased by two days for every additional child in case of multiple births; the same for the ten optional days which the father can take, while the mother is on Initial Parental leave.

**c. Additional Parental leave (*licença parental complementar* – formerly Parental leave, see note on terminology) (responsibility of the Ministry of Solidarity and Social Security)**

*Length of leave*

- Three months per parent. Leave is an individual entitlement.

*Payment and funding*

- Twenty-five (25) per cent of average earnings for three months for each parent, but only if taken immediately after the Initial Parental leave. Parents living in Portuguese islands (Madeira and Azores) are entitled to an uprating of two per cent in Parental leave benefit.
- Pension credits can be claimed by those on Additional Parental leave.

*Flexibility in use*

- Leave may be taken up to the child's sixth birthday.
- Leave can be taken in the following ways: a) on a full-time basis for three months; b) on a half-time basis for a period of 12 months per parent; or c) on an alternating basis (i.e. working half-time or full-time up to a maximum of three months full-time equivalent per parent).
- If the three months are taken as unpaid Parental leave, they can be taken by both parents at same time; but paid leave can only be taken by one parent at a time.
- However, when both parents work for the same employer, the employer has a right to postpone the leave of one of the parents.

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

- As Initial Parental leave. However paid Additional Parental leave is not available to parents receiving social parental benefit, nor to parents receiving unemployment or social unemployment benefits.

*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 parents*

- None.

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

- If the three months are taken as unpaid Parental leave, they can be taken by both parents at same time. However, when both parents work for the same employer, the employer has a right to postpone the leave of one of the parents.

#### **d. Childcare leave or career breaks**

- After Additional Parental leave, and only if this leave has been taken, one of the parents may take up to two years of Childcare leave (*licença para assistência a filho* – formerly known as Special Parental leave) on a full-time basis, extended to three years when there is a third or subsequent child. The leave is unpaid. However, unlike Additional Parental leave, which is an individual entitlement, this special leave can only be taken by one parent who must prove that the other partner is employed or incapable of working. Moreover, while parents on Additional Parental leave continue to be considered as employees with full rights and guarantees, as if they were working (for example, they continue to be entitled to holidays which they can take at the end of the leave period), in the case of Childcare leave (and of Leave to care for handicapped or chronically ill children), there is a suspension of the work contract; this means that all of the employee's rights and guarantees are suspended, only the right to return to his/her job is safeguarded. The period of Childcare leave is also taken into account in the calculation of old age and invalidity pensions. Non-employed parents are not eligible either to leave, payment or pension credits.

#### **e. Other employment-related measures**

*Adoption leave and pay*

- In cases of adoption of a child less than 15 years old, the adopting parent is entitled to Initial Parental leave (length and payment, including the sharing bonus). If there are two adopting parents, the leave may be divided between them. In case of multiple adoptions leave will be extended by 30 days for every subsequent child adopted. In case of death of the adopting parent, leave may be transferred to the spouse, who can take as an alternative, a minimum of 14 days leave.
- Adoptive fathers are not entitled to father's-only Parental leave (15 compulsory days plus 10 optional days).

*Time off for the care of dependants*

- Up to 30 days per year can be taken to care for sick children under the age of 12 years, with no age limit in the case of a child who is chronically ill or disabled; an additional 15 days per year can be taken to care for a sick child above the age of 12 (if older than 18 years, the child must belong to

same household). This is a family entitlement to be divided between parents as they choose, and is paid at 65 per cent of earnings (minimum payment of €11.44 per day). Both entitlements are increased by one day for every second and subsequent child. If a child under the age of 12 is in hospital care, this entitlement lasts for as long as the child is in hospital.

- Up to 15 days unpaid leave per year to care for a spouse or a close relative (parents, grandparents, siblings, even if not living in the same household). Employees in the public sector are entitled to five-sixths of their earnings.
- An extra 15 days unpaid leave per year to care for a severely handicapped or chronically ill spouse.
- Grandparents are also entitled to take leave from work in order to substitute parents in caring for sick children; they may take the same number of days parents are entitled to or take the remaining days that parents have not taken from their leave entitlement.
- When there is a severely handicapped or chronically ill child, including adopted children and living-in stepchildren, one of the parents is entitled to six months leave (*licença para assistência a filho com deficiência ou doença crónica – leave to care for a handicapped or chronically ill child*), which may be extended to four years. This leave can only be taken by one of the parents and it is paid at 65 per cent of earnings; the maximum payment per month is equivalent to two times the amount of IAS (€357.80). Parents living in Portuguese islands (Madeira and Azores) are entitled to an uprating of two per cent.

#### *Flexible working*

- If there is a handicapped or chronically ill child below one year of age, one of the parents may also apply for a five-hour reduction in the working week, as long as the other parent is employed.
- Parents are entitled to four hours leave per school term to go to their children's school until children reach 18 years of age, with no reduction of earnings.
- Adopting parents are entitled to miss work (up to three times) in order to be present at meetings related to the adoption.
- Fathers are entitled to leave work (up to three times) to accompany their spouses in pre-natal appointments.
- Parents with children below 12 years (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. Employees may work up to six consecutive hours and up to ten hours daily as long as the normal weekly hours of work are fulfilled. Both parents are entitled to this 'flexible working schedule for an employee with family responsibilities'.
- Where there are children below 12 years (no age limit in case of a child who is chronically ill or disabled living in the same household), one of the parents (or both for alternative periods of time) is entitled to half-time work after taking Additional Parental leave ('half-time work for an employee with family responsibilities'). Half-time work can be taken on the following basis: working half-time during five days a week or working three full days per week. Employers and employees can agree on another basis. Half-time work may be extended up to two years (three years in the case of third and subsequent child, four years in the case of chronically ill or disabled child).

- Parents working half-time or in a flexible working regime, cannot be penalized in their evaluation and career progression.
- Parents with children below three years of age are entitled to teleworking (working from home). If their function fits this working regime and the company has resources, employers cannot oppose this option.

#### *Specific provision for (breast-)feeding*

- Parents are entitled to two hours 'nursing' leave per day during the first year after the birth, with no reduction of earnings. It has been named 'breastfeeding or milkfeeding leave' (*dispensa para amamentação e aleitação*) to make it more gender neutral, since the worktime reduction may be used by mothers and fathers. The entitlement to be absent from work to milkfeed is supported by the employer, since it does not imply a benefit paid by the social security system. However, mothers/fathers have to apply for it, and employers must accept it. These two hours of nursing leave can be a family entitlement if mothers do not breastfeed their child. In this case, leave may be taken by one parent, either the mother or the father, usually in two different periods: one hour in the morning and one hour in the afternoon (unless negotiated otherwise with the employer).
- Parents may also share the nursing leave by taking one hour each per day. In cases of multiple births, leave is increased by 30 minutes for every child. Where mothers are actually breastfeeding, the two hours' reduction can last for as long as the child is breastfed.

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

The maximum period of total post-natal leave available in Portugal is three years (including two years of unpaid 'childcare leave' and six months at 25 per cent of previous earnings). Leave paid at a high rate lasts for up to six months, depending on the gender sharing of leave. Since 2009, there is an entitlement to ECEC from five years of age, in nursery education available for eight hours a day. So, there is a gap of around two years between the end of leave and an ECEC entitlement, and of four and a half years between the end of well-paid leave and an ECEC entitlement. However, both publicly subsidised and private crèches are available for children from the age of four months and coverage rates for children aged 0-3 in formal childcare have increased steadily over the last two decades (from 19.8 per cent in 2000 to 51.1 per cent in 2015). This is thus a complementary relationship between well-paid leave and enrolment in formal services. Levels of attendance at formal services for children under three years are above the average for the countries included in this review and for OECD countries; and around average for children over three years. (see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page).

## **3. Changes in policy since April 2017 (including proposals currently under discussion)**

Since March 2016 when fathers' only obligatory leave increased from 10 to 15 days, there were no changes to Portuguese Parental leave legislation.



Parental leave proposals presented and discussed in 2015 in the Parliament by different political parties regarding Initial Parental/Maternity leave (see 2016 edition) have not yet come to any conclusion.

Recent public and political debates have been highlighting gender equality in leave policies. Regarding gender equality in work and family balance, proposals aim to reinforce fathers' entitlements (leave time) and fathers' take up rates rather than increase parental leave time in general or payment for the three months of Additional Parental leave, currently paid at 25 per cent of earnings.

A government proposal, announced in March 2017, concerning a five day increase in fathers-only *obligatory* leave from 15 to 20 working days, without extending the total period of fathers-only leave, has not yet been implemented.

Meanwhile, a recent proposal (January 2018) from a left-wing political party will be soon discussed in Parliament. It seeks to promote gender equality in all types of leave, namely: equal leave entitlements between biological parents, adoptive parents and in same sex parent families. The main claims of this proposal are:

- the introduction of a fathers-only Parental leave in case of adoption on the same conditions as for biological fathers
- equal Parental leave entitlements in case of same sex couples
- an increase of 5 days in fathers-only compulsory Parental leave (currently at 15 working days) as well as an increase of five days in father's only optional leave (currently at 10 working days);
- payment at 90 per cent of earnings (instead of the current 83 per cent) for parents who share at least 30 consecutive days (or two periods of 15 consecutive days each) of the total of 180 days of Initial Parental leave
- payment at 100 per cent of earnings regarding 'leave for specific risks' (currently paid at 65 per cent of earnings)
- payment at 100 per cent of earnings (currently paid at 65 per cent of earnings) regarding 30 days per year to care for a sick child up to 12 years old/15 days to care for a sick child above age 12.

There are no definitive figures on the number of births for 2017 but there is an estimation of a slight decrease in comparison with last year (about 86,180 births in comparison to 87,126 in 2016, 85,500 in 2015 and 82,367 in 2014). Low fertility persists but it has not been highlighted by the media nor by civil society as it was during the crisis years (2011-2014) when the birth rate dropped significantly (down from 101,381 births in 2010 to 82,367 in 2014).

## **4. Take-up of leave**

### **a. Initial Parental Leave (formerly Maternity leave)**

After decreasing between 2011 and 2014 (down from 81,176 to 67,168) the total number of paid Initial Parental leaves reversed its downward trend and increased slightly in 2015 (72,402) and in 2016 (73,891). However, in 2017 the number of paid Initial Parental leaves seems to have resumed its downward trend decreasing to 70,397.

These figures include: mothers and fathers with a sufficient record of social security contributions entitled to 80-100 per cent of earnings compensation (57,867); as well as mothers and fathers with no record or an insufficient record

of social security contributions (12,530) who are only entitled to a flat-rate benefit (see 1a for benefit eligibility). The latter represented 17.8 per cent of the total number of paid Initial Parental leaves in 2017 (19.9 per cent in 2015 and 18.5 in 2016). In fact, since it was first introduced in 2008 the number of Social Initial Parental leaves (paid to parents with an insufficient record of social contributions) reveals a decrease (down from 16,887 in 2008 to 13,718 in 2016 and 12,530 in 2017).

In 2017, Parental leave benefit taken by mothers and fathers with a sufficient record of social security contributions (entitled to 80-100) represents about 67 per cent, in relation to total number of births, while the flat-rate Parental benefit (mothers and fathers with no record or an insufficient record of social security contributions) represents about 14.5 per cent in relation to total number of births. All in all, it is estimated that 81.7 per cent of mothers/fathers were eligible for Parental benefit in 2017 (84.8 in 2016).

## **b. Initial Parental Leave and Sharing Bonus**

Since it came into effect in May 2009, data on the sharing bonus shows a strong initial increase in take-up in 2009 and 2010 (from 596 fathers who shared Maternity leave in 2008 to 16,426 fathers sharing Initial Parental leave in 2010). After this initial period, there has been a slow but steady increase in the take-up of the sharing bonus: 17,036 fathers staying on their own for 30 or more days during the five or six months of Initial Parental leave in 2011; 17,744 fathers in 2014, 20,941 in 2015, 22,919 in 2016 and 24,109 in 2017. Put another way, in 2017 34 per cent of Initial Parental leaves were taken with the sharing bonus (meaning that the father took at least 30 days of leave alone, without the mother, or *vice versa*), compared with 31 per cent in 2016, 28.9 per cent in 2015, 26.4 per cent in 2014 and 20.1 per cent in 2011. These numbers reveal that independently of downward or upward trends in take up of Initial Parental leave the sharing trend rises every year though moderately.

Initial Parental leave taken with the sharing bonus has to be shared between both parents. Although only the first six weeks have to be taken by the mother, in practice nearly all parents divide the leave between themselves by allocating four or five months to the mother and one month (the last month of Initial Parental leave, when the mother goes back to work) to the father. Among these couples, in 2017, 71.7 per cent (17,291) chose the longer leave period (six months paid at 83 per cent of earnings), compared to 58 per cent in 2010; while 28.3 per cent (6,818) preferred the five months' option paid at 100 per cent of earnings. This would seem to indicate that parents are choosing to stretch the period of leave to six months even if they receive a slightly lower level of earnings compensation. By contrast, parents receiving social parental benefit still tend to share the shorter period of five months.

Initial Parental leave taken without the gender sharing bonus is nearly always taken up by mothers. The major leave-taking pattern (55 per cent) is five months paid at 80 per cent of earnings (since it is taken without the sharing bonus); 45 per cent of mothers take the four months period paid at 100 per cent of earnings. However, there is a difference between mothers receiving parental benefit and mothers receiving social parental benefit (see 1a); the latter tend to opt for the four months period (85.8 per cent), while the others take the five months period.

### **c. Father's-only Parental leave (formerly Paternity leave)**

In 2016, father's only compulsory parental leave changed from 10 to 15 working days (approved in 2015 but only coming into effect in 2016 with State budget approval). In 2017, take up numbers and percentages seem to have decreased slightly: 61,353 (71 per cent) of fathers took this compulsory leave. (For information on earlier years, please see earlier notes)

Take-up of the 'obligatory leave' is still not at 100 per cent for three main reasons: statistics exclude employees with special social protection regimes (e.g. civil servants, bank workers); some employees still do not fit eligibility criteria (they do not have a sufficient record of social contributions or their family income is not as low as required by the flat rate benefit); labour inspection services only recently began to control take-up of leave by fathers (making for lack of implementation by some employers).

The same trends may be observed for the 15 additional paternity leave days (the optional 'Daddy days' introduced in 1999). Ever since it has been following a rising trend (with exception of the crisis period) reaching 63,885 fathers in 2016 (63 per cent) and 61,353 fathers in 2017 (61 per cent). Nowadays most fathers who take the 15 working days compulsory fathers' only leave also take the 10 working days fathers'-only optional leave.

These percentages are based on the number of fathers who take leave in relation to an estimated number of births for 2017. If again, take-up is calculated in relation to the total number of Initial Parental leaves granted, then estimated proportions in 2017 rate 87.2 per cent for the fifteen obligatory days (86.4 per cent in 2016), and 74.6 per cent for the ten optional days (74.5 in 2016).

### **d. Additional Parental leave (formerly Parental leave)**

Take-up of Additional Parental leave is still low, even if it has increased since a new payment was introduced in 2009 (at 25 per cent of average earnings, if taken immediately after the Initial Parental Leave. In 2009, only 1,215 parents took paid 'Additional Parental leave" Ever since, there has been an increase in take up although it is still mainly used by women. In 2017 take up represented about 8 per cent of all parents who were granted Initial Parental Leave (5.475).

## **5. Research and publications on leave and other employment-related policies since April 2017**

Please be aware that this is not intended to be a comprehensive list of all publications or research in this area for this country. If you are aware of a publication or research that could be listed in this section, please contact the country note author(s) so that they can include it for the following year.

### **a. General overview**

None reported.

### **b. Selected recent publications**

Perista, H., Cardoso, A., Brázia, A., Abrantes, M., Perista, P. and Quintal, E. (2016) *Os Usos do Tempo de Homens e de Mulheres em Portugal [How men and women use their time in Portugal]*. Policy Brief. Lisboa: CESIS/ CITE.

Wall, K. and Leitão, M. (2016) 'Le congé paternel au Portugal: une diversité d'expériences'. [Parental leave in Portugal: a range of experiences] *Revue des Politiques Sociales et Familiales*. 122: 33-50.

Been, W. M., van der Lippe, T., den Dulk, L., Das Dores, H., Guerreiro, M., Kanjuo Mrčela, A. and Niemistö, C. (2017) 'European top managers' support for work-life arrangements', *Social Science Research*, 65, pp.60-74.

Casaca, S.F. and Lortie, J. (2017) *Handbook on Gender and Organizational Change* (with Johanne Lortie), Geneva: International Training Centre/International Labour Organization. Available at: [https://issuu.com/itcilo/docs/handbook\\_on\\_gender](https://issuu.com/itcilo/docs/handbook_on_gender)

Cunha, V., Atalaia S. and Wall, K. (2017) *Policy Brief II – Men and Parental Leaves: Legal Frameworks, Attitudes and Practices*. Lisbon: ICS and CITE. Available at: [http://cite.gov.pt/asstscite/images/papelhomens/Policy\\_Brief\\_II\\_Men\\_and\\_Parental\\_Leaves\\_Legal\\_framework.pdf](http://cite.gov.pt/asstscite/images/papelhomens/Policy_Brief_II_Men_and_Parental_Leaves_Legal_framework.pdf).

Marinho, S. (2017) 'Separate Mothering and Fathering: The plurality of parenting within the framework of post-divorce shared parenting norms'. *Journal of Divorce and Remarriage*, Vol.58, No.4: 288-309

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### **c. Ongoing research**

*Men on Initial Parental Leave – Fathers' and Employers' perspectives*. Leitão, M. PhD Dissertation at Instituto de Ciências Sociais [Institute of Social Sciences], University of Lisbon.

*Co-parenting reconfigurations after breakups: negotiation dynamics and public policies on shared parenting responsibilities* (on-going). Sofia Pappámikail Marinho, Institute of Social Sciences, University of Lisbon.

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