

Portugal¹

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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)

- 120 or 150 calendar days, depending on payment level (see 'payment and funding' below). It is mandatory for the mother to take 42 calendar days (six weeks) following the birth (Mothers-only Initial Parental leave (*Licença Parental Inicial Exclusiva da mãe*)). The remaining period may be divided by mutual agreement between the parents.
- An extra 30 days ('sharing bonus') is available if parents share the leave. The Leave is then extended to 150 days or 180 days. See 'Flexibility' below for the options available to parents.

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Payment and funding

- Initial Parental leave: 120 days at 100 per cent of earnings or 150 days at 80 per cent of earnings, with no upper limit on payments. A sharing bonus is allocated if each parent takes at least 30 consecutive days of leave or two periods of 15 consecutive days once the other parent returns to work: 150 days are paid at 100 per cent of earnings or 180 days at 83 per cent of earnings, with no upper limit on payments.
- If the parents decide to share the 30 days of the fifth month of Initial Parental leave to stay home at the same time (each maximum 15 days), the payment remains at 80 per cent of earnings for each parent. The total length of leave remains the same but ends earlier if a portion is taken at the same time (see 'Flexibility in use' below).
- The monthly payment of 'parental benefit' is based on the average of all gross earnings in the first six of the last eight months immediately preceding the Leave.
- Parents living in the Portuguese autonomous regions (Madeira and Azores) are entitled to a two per cent increase in Parental leave benefits compared to the mainland to compensate for the higher cost of living.
- If income is very low, there is a minimum payment of €11.70 per day (120 days or 120+30 days of shared leave), €9.36 per day (150 days of non-shared leave), or €9.65 per day (150+30 days of shared leave).
- Non-employed parents receiving either social parental benefits or unemployment benefits may apply for pension credits for their child-rearing leave; apart from these two situations, non-working parents are not entitled to paid leave or pension credits for child-rearing.
- Payments are not taxed. Parents taking leave receive a higher net income than during employment since the leave benefit is exempt from payment of social security and income tax; parents also continue to accrue pension credits and other entitlements while taking leave. However, holiday and Christmas bonuses from the employer are not automatically paid during the leave period, but beneficiaries can apply for them as a 'compensation benefit' from the social security system.
- Parental benefit is financed by the social security system, which is composed of contributions from employers, employees, self-employed persons and voluntary forms of social security. For employees, employers contribute 23.75 per cent and employees 11 per cent.

Flexibility in use

- Mothers have the option to take up to 30 days of their Mothers-only Initial Parental Leave before giving birth.
- Initial Parental Leave may be taken in the following ways:
 - A parent may take (after the mother's mandatory period) all 120 days at 100 per cent of earnings or all 150 days at 80 per cent of earnings, i.e., when there is no sharing of leave.
 - Parents may take 150 days at 100 per cent of earnings, provided the father takes at least 30 consecutive days or two periods of 15 consecutive days of leave alone, without the mother, or vice versa.
 - Parents may divide 180 days between them at 83 per cent of earnings, provided the father takes at least 30 consecutive days or two periods of 15 consecutive days of leave alone, without the mother, or vice versa.

- In the fifth month, parents can share a maximum of 30 days to stay home together, but each parent can only stay home with the other parent for a maximum of 15 days. Therefore, this option to stay home together shortens the total amount of leave from five months to four and a half months, or from six months to five and a half months.
- If parents want to take their Leave at the same time and both work for the same employer in a small business, the employer's consent is required.
- Initial Parental Leave of 120 or 150 days can be divided between the parents but cannot be taken by both parents at the same time, except in the case mentioned above, i.e., a maximum of 30 days in the fifth month can be divided between the parents (15 days for each) so that they can stay at home together.
- Other forms of paid work are not allowed during paid Leave.
- Single parents cannot claim the entitlements of the other parent.

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

- All female workers who have paid social security contributions for six months (continuously or intermittently, the latter being only possible if the period without contributions is less than six months). Mothers who can prove no 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 Social Support Index (IAS) (€443.20 per month in 2022). The monthly amount and duration of this benefit are:
 - for non-shared leave, €354.56 for 120 consecutive days (80 per cent of the IAS) and €283.65 for 150 consecutive days (64 per cent of the IAS).
 - for shared leaves, €354,56 for 150 consecutive days (80 per cent of IAS) and €292,51 for 180 consecutive days (66 per cent of IAS).
- The father's entitlement to take or share Initial Parental leave is the same as the mother's but also depends on whether the mother is working or entitled for other reasons (e.g., low family income, unemployment benefits). That means that if the mother is not entitled at all, the working father can only take Fathers-only Parental leave (see 1.b).
- The sharing bonus applies only if both parents work or are eligible for other reasons (e.g., low family income, receiving unemployment benefits).
- Self-employed persons (who contribute to social security) and unemployed persons (who receive unemployment benefits) are eligible.
- Same-sex parents are eligible.
- The eligibility requirements are the same for the Leave itself and for the Leave 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 each additional child.
- In case of death, mental illness or physical incapacity of a parent who is entitled to use the leave, the other parent is entitled to the remaining time (this is called 'Initial Parental leave in the event of impediment of a parent

to take Leave'). The father is entitled to at least 30 days of leave if the mother dies, becomes mentally ill or has a physical incapacity.

- A working grandparent is entitled to 30 days of leave after the birth of a grandchild if the parent is a teenager (i.e., under 16 years old) still living at home.
- In the event of poor health or work-related health risks to the mother and foetus, the pregnant mother is entitled to pre-natal maternity benefits as long as the risk exists (this leave is referred to as 'health risk Leave/benefit during pregnancy'). This Leave does not count toward the 120, 150, or 180 days of Initial Parental leave, requires a medical certificate, and is paid at 100 per cent of earnings.
- In the event of premature birth or hospitalisation of the child or of the parent taking the leave after birth, the leave period is extended by the duration of the hospitalisation, up to a maximum of 30 days, without prejudice to the duration of the Initial Parental leave. If the hospitalisation lasts longer than 30 days, the Initial Parental leave may be suspended for the duration of the hospitalisation, allowing the parent to request paid leave to care for a sick child (see 1e).
- If the birth occurs before the 33rd week of pregnancy (inclusive), the leave period is extended by as long as the child's hospitalization lasts, and by 30 days after discharge from the hospital. A statement from the hospital confirming the duration of the hospitalization is required for the additional time due to the hospitalization to be added to the leave period.
- In the case of 'special risks' (i.e., 'night work' from 10 p.m. to 7 a.m. and 'exposure to special agents, processes or working conditions', both defined by law) during pregnancy, after childbirth and during breastfeeding, women may interrupt their work and are entitled to 'Leave/benefit for special risks', which is compensated at 65 per cent of wages. This interruption requires a medical certificate confirming the risk to the health or safety of the mother and/or the development of the child, as well as a statement from the employer that it is not possible to assign the working mother/pregnant woman to another schedule or other duties. This Leave does not reduce the 120, 150 or 180 days of the Initial Parental Leave.

b. Fathers-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

- 25 working days, 20 days of which are obligatory.

Payment and funding

- 100 per cent of gross income with no upper limit.
- Parents living in the Portuguese autonomous regions (Madeira and Azores) are entitled to a two per cent increase in Fathers-only Parental leave benefits compared to the mainland to compensate for the higher cost of living.
- Non-working parents receiving either social parental benefits or unemployment benefits may claim pension credits for the period of leave;

apart from these two cases, non-working parents are not entitled to leave, payments or pension credits for child-rearing.

- The payment is not taxed and is exempt from social security contributions.

Flexibility in use

- Five of the 20 mandatory days must be taken immediately after birth; the other 15 days must be taken during the first six weeks after birth; the optional five days must be taken while the mother is on Initial Parental leave.
- The law states that 20 days are mandatory. The ACT (Authority for Working Conditions) conducts workplace inspections and has established new protocols and training for inspectors, who must inspect all forms of Parental leave uptake.

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

- As Initial Parental Leave. Also, fathers who have no contribution record or with insufficient contributions are entitled to the mandatory paid Leave of 20 working days, as well as the five optional working days if they meet the low-income/flat-rate criteria. The daily payment is €11.82, which is 80 per cent of 1/30th of the IAS (€443.2 in 2022).

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 20 mandatory days of Leave are increased by two days for each additional child in the case of multiple births. The same applies to the five optional days that the father may 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

- 3 months per parent. Additional Parental Leave is an individual entitlement.

Payment and funding

- Unpaid, except if taken immediately after Initial Parental leave, or after the other parent has taken Additional Parental leave. In these cases, it is paid at 25 per cent of average earnings for three months with a minimum daily payment of €5.91 (40 per cent of 1/30th of the IAS).
- Parents living in the Portuguese autonomous regions (Madeira and Azores) are entitled to a two per cent increase compared to the mainland to compensate for the higher cost of living.
- Pension credits can be claimed by those on Additional Parental Leave.

- The payment is not taxed and is exempt from social security contributions.

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 part-time basis for 12 months per parent; c) on an alternating basis (i.e., working part-time or full-time, up to a maximum of three months' full-time equivalent per parent); or d) interpolated absences from work, if they are negotiated by collective bargaining.
- If the three months are taken as unpaid Parental leave, they can be taken by both parents at the same time; but paid leave can only be taken by one parent at a time.
- When both parents work for the same employer, the employer has the 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.
- Same-sex parents are eligible.

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)

- None.

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. Childcare 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 in the case of leave to care for disabled or chronically ill children, see 1e), there is a suspension of the work contract. This means that all the employee's rights and guarantees are suspended, and only the right to return to their job is safeguarded. The

period of Childcare leave is also considered in the calculation of old age and disability pensions. Non-employed parents are not eligible to leave, payment, or pension credits.

e. Other employment-related measures

Adoption leave and pay

- When a child under 15 years old is adopted, the adopting parents are entitled to Initial Parental leave, including the sharing bonus. In the case of multiple adoptions, leave will be extended by 30 days for every subsequent child adopted. In the case of the 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 entitled to the Fathers-only Parental leave (see 1b).

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 used to take care of sick children above the age of 12 (when older than 18 years of age, the child must belong to the 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 €11,82 per day, corresponding to 80 per cent of 1/30th of the IAS). 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 they are not living in the same household). Employees in the public sector are entitled to a benefit of 65 per cent of their earnings, per day.
- An extra 15 days of unpaid Leave per year to care for a disabled 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 disabled or chronically ill child, including an adopted child or step-child in the household, one of the parents is entitled to six months' leave (referred to as leave to care for a disabled or chronically ill child; *Licença para assistência a filho com deficiência, doença crónica ou oncológica*), which may be extended up to 4 years or 6 years if the need is supported by a medical statement. In case of terminal illness, there is no time limit. 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 (€886.4). Parents living in Portuguese autonomous regions (Madeira and Azores) are entitled to an uprating of two per cent.

Flexible working

- If there is a disabled or chronically ill child below one year of age, one of the parents may apply for a five-hour reduction in their weekly working hours if the other parent is still employed.
- Parents are entitled to four hours of absence (per school term) to attend school meetings, until children reach 18 years of age, with no reduction in their earnings.
- Adopting parents are entitled to be absent at work (up to three times) to attend meetings related to the process of adoption.
- Co-parents are entitled to leave work (up to three times) to be present in prenatal appointments or medical assisted procreation (PMA) appointments.
- When resident in autonomous regions, co-parents are both entitled to time off work if they need to attend a medical facility outside their island, for medical appointments or birth.
- 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 work arrangements, which means that the employee may choose, within certain limits, when to start and finish their 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 of age (no age limit in the 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 part-time work after taking Additional Parental leave ('part-time work for an employee with family responsibilities'). Part-time work can be taken in the following ways: working part-time for five days per week or working three full days per week. Employers and employees can agree on other arrangements. Part-time work may be extended to up to two years (three years in the case of third and subsequent children, four years in the case of chronically ill or disabled children).
- Parents working part-time or in a flexible working regime, cannot be penalised 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 the 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 is referred to as 'breastfeeding or nursing leave' (*Dispensa para Amamentação e Aleitação*) to make it more gender neutral, since the work time reduction may be used by mothers or fathers. This absence from work to nurse is financially supported by the employer, since there is no benefit/compensation by the social security system. Parents must apply for it, and employers are obligated to comply. 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 either parent, 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. When mothers are 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 post-natal leave is three years (including two years of unpaid childcare leave). Leave paid at a high rate lasts for up to six months, depending on the sharing options. Since 2015, there is an entitlement to Early Childhood Education and Care (ECEC) from four years of age, in public pre-school education, available for eight hours per day. Although in the State Budget for 2020 the Government has committed itself to extending this entitlement to three-year-olds, it has not yet been able to guarantee places. A gap, therefore, still exists of around one year between the end of leave and an ECEC entitlement, and of three and a half years between the end of well-paid leave and an ECEC entitlement.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' on the cross-country comparisons page.

3. Changes in policy since April 2021 (including proposals currently under discussion)

Although there have been no legislative changes in Parental leave policies since April 2021, several government proposals are on the table, including: compensation for reduced working hours through the creation of a new part-time leave; and an increase in the Initial Parental benefit, from 83 per cent to 90 per cent of the reference remuneration, provided that the father takes at least 60 days of the 180 days total leave period. These proposals are included in a document presented by the Government, as part of the discussion on the 'Dignified Work and Valuing Young of People in the Labour Market Agenda'. In this context, it is also proposed to increase the amount of the Additional Parental leave benefit from 25 per cent to 35 per cent if the parents share it equally.

Another proposal aims to ensure that the law does not discriminate against adopting parents in any of the existing conditions of support for parenthood, with the aim of ensuring that the father's leave does not depend on whether the mother is eligible.

These proposals are still being negotiated as part of the social conciliation process in the Permanent Commission of Social Concertation (CPCS), which integrates several Trades Union and Employers' Associations.

Also, since September 2020 free ECEC attendance for 0 to 3 year-olds is guaranteed to children who attend a public service or services provided by a non-profit private organisations (IPSS) and whose household belongs to the first income bracket of income tax, or to the second income bracket in the case of a second child. An extension to all children in the second income bracket of IRS was introduced in 2021.

4. Uptake of leave

a. Initial Parental leave (formerly Maternity leave)

There are no definitive figures on the number of births for 2021, but a decrease is estimated (79,548) in comparison to 2020 (-2.97 per cent); the number of births is the lowest since 2014, when, in the aftermath of the financial crisis, there was a record low of 82,367 births. Portugal's fertility rate is still one of the lowest in the European Union and the increase registered since the years of economic crisis seems to have been reversed by the Covid-19 pandemic.

In the last three years, the number of Parental leaves granted has generally followed the changes in the number of total annual live births. It is, therefore, not surprising that in 2021 there was a reduction in the number of Initial Parental leaves (a total of 65,609) comparing to 2020 (-3.93 per cent) and 2019 (-6.10 per cent).

These figures include parents with a sufficient record of social security contributions entitling them to 80 to 100 per cent of earnings compensation (57,323) and parents with no record or an insufficient record of social security contributions (8,286) who are only entitled to a flat-rate benefit (see 1a for benefit eligibility). The latter represented 12.63 per cent of the total number of paid Initial Parental leaves in 2021, breaking the downward trend of the last 7 years (11.33 per cent in 2020, 14.50 per cent in 2019 and 16.15 per cent in 2018); since it was first introduced in 2008, the number of such recipients of Initial Parental leaves (i.e., paid to parents with an insufficient record of social contributions) have been showing a consistent decrease until 2020. The reversal of this trend is, in all probability, an effect of the Covid-19 pandemic on the job market.

In 2021, Parental leave benefits taken by parents with a sufficient record of social security contributions (entitled to 80 to 100 per cent of earnings) represents 72.1 per cent of the total number of live births, while the flat-rate Parental benefit (parents with no record or an insufficient record of social security contributions) represents about 10.4 per cent. All in all, it is estimated that 82.5 per cent of parents were eligible for Initial Parental benefits in 2021 (down from 84.1 per cent in 2020).

b. Initial Parental Leave and sharing bonus

Since it came into effect in May 2009, data on the sharing bonus showed a strong initial increase in uptake in 2009 and 2010 (from 596 fathers who shared Maternity Leave in 2008 to 17,066 fathers sharing Initial Parental Leave in 2010), followed by a slow but steady increase until 2020. In 2014, 18,119 fathers took leave on

their own for 30 or more days during the five or six months of Initial Parental leave; 21,288 in 2015; 23,371 in 2016; 24,728 in 2017; 27,290 in 2018, 30,328 in 2019, and 31,588 in 2020. In 2021, preliminary data shows a decrease to 26,170, corresponding to 39.89 per cent of all Initial Parental leaves, reversing an upward trend in take-up rates (from 27.05 per cent in 2014 to 44.51 per cent in 2020); the reason for this decrease is not clear, whether for example it is due to increased home-working or because the data is preliminary and may be subsequently revised.

Initial Parental leave taken with the sharing bonus must be divided between both parents. Although only the first six weeks must be taken by the mother, we estimate that nearly all parents who share divide the leave period 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 sharing couples, in 2021, 67.08 per cent (17,556) chose the longer leave period (six months paid at 83 per cent of earnings), a percentage significantly lower than in 2020 and 2019 (respectively, 72.34 and 73.90 per cent); while 32.94 per cent (8,620) opted for the five-month option, paid at 100 per cent of earnings. So overall, the longer period of leave (six months) is still widely chosen, even though parents receive slightly lower benefits.

Initial Parental leave taken without the sharing bonus is nearly always taken up by mothers. The most common leave-taking pattern (58.57 per cent) is five months paid at 80 per cent of earnings (since it is taken without the sharing bonus); 41.43 per cent of mothers take the four-month period paid at 100 per cent of earnings. However, there is a difference between mothers receiving the standard parental benefit and mothers receiving social parental benefit (see 1a): the latter tend to opt for the four-month period (82.9 per cent).

c. Fathers-only Parental leave (formerly Paternity leave)

In 2021, Fathers-only Parental leave take-up numbers and percentages kept the slight decrease of 2020 comparing to 2019. In 2021, 77.21 per cent of fathers (61,421) took this mandatory leave, and 77.93 per cent in 2020, in comparison to the all-time high percentage of 82.08 per cent in 2019.

Take-up of the mandatory leave is still not at 100 per cent for two main reasons: statistics exclude employees with special social protection regimes (e.g., civil servants, bank workers); and some employees still do not fit the eligibility criteria (beneficiaries who do not have a sufficient record of social contributions or whose household income is not as low as required by the flat-rate benefit).

The same trend is observed for the five additional leave days. Ever since the optional 'father days' were introduced in 1999, there has been a rising trend (except for the economic crisis period) reaching 59,229 fathers in 2019 (69.2 per cent), but in 2020 and 2021 there has been a decrease in take-up, not entirely explained by the drop in the birth rate (56,215 fathers in 2020, corresponding to 66.58 per cent of all live births; and 51,106 or 64.25 per cent of all fathers, in 2021). Currently, most fathers who take mandatory Fathers-only Leave also take the optional days.

These percentages are based on the number of fathers who take the leave in relation to an estimated number of births for 2021. However, if take-up is calculated in relation to the total number of Initial Parental leaves granted, then the estimated take-up rate in 2021 was 93.6 per cent for the mandatory days (92.7 per cent in 2020), and 77.9 per cent for the optional days (79.2 per cent in 2020).

d. Additional Parental Leave (formerly Parental Leave)

Take-up of Additional Parental leave (at 25 per cent of average earnings, if taken immediately after the Initial Parental Leave) is still low; despite increasing between 2010 and 2020, there has been a decrease in 2021. In 2010, only 1,764 parents took paid Additional Parental leave, rising to 13,011 in 2020, then falling to 7,669 in 2021. Additional Parental leave represents about 11.7 per cent of all parents taking Initial Parental leave. This sharp decrease might have been a consequence of the rise of remote work due to Covid-19, but also of the economic strain caused by the pandemic, which reduced the number of families who were able to forego 75 per cent of one parent's income for three months.