

PAID LEAVE FOLLOWING CHILDBIRTH IN POLAND

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	20
Paid Paternity Leave	0.68
Paid Parental Leave	32

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	+
Self-employed	+*	+*	+*
Student	**	**	**
Unemployed	**	**	**
Adoptive parent	+	+	+
Grandparent	+***	-	+***
Migrant	+*	+*	+*

TAKE-UP RATES

Leave type	%
Maternity Leave (% of pregnant/young mothers)	N/A
Paternity Leave (% of fathers)	N/A
Parental Leave (% of mothers)	N/A
Parental Leave (% of fathers)	N/A

RESPONSIBILITIES

Maternity Leave

Is covered by Social Insurance Fund from SI contributions (sickness type). The payments are transacted by the employer but covered from SI contributions of the employee.

Paternity Leave

Same as for maternity leave.

Parental Leave

Same as for maternity leave.



History of leave policy and recent changes

Fully paid maternity leave of 26 weeks was introduced in 1974. Since then, there has been many changes to the length of the leave and as a result it varied from 16 to 26 weeks.

In 2010 a fully paid paternity leave of 1 week was introduced, and in 2012 it was extended to 2 weeks.

In 2013 a paid parental leave was introduced, extending the total paid leave available to mothers to 52 weeks.

In 2016 a parental benefit was introduced for parents that were ineligible to maternity/parental leaves. It is a flat rate benefit of 1000 PLN per month (approximately 30% of an average net salary) and it is paid for 12 months.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, usually to be taken soon after the birth of a child and intended to enable the father to spend time with his partner, new child and older children.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

www.leavenetwork.org/leave-policies-research/

CONTACTS

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LEGEND:

N/A = No data available

* if covered by social insurance

** entitled to flat rate parental benefit

*** if the mother is not able to care for the child

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