

PF2.3: Additional leave entitlements for working parents

Definitions and methodology

In addition to leave entitlements around childbirth (PF2.1), working parents are often entitled to further days of leave to help them balance their work and family commitments. This indicator presents information on two types of statutory leave arrangement: annual leave, and leave to provide care for sick or ill family members:

- *Annual leave* covers both statutory paid annual leave entitlements and public holidays. Public holidays are observed on set dates, while statutory annual leave can generally be taken at the choice of the employee (albeit with the exact timing of the leave often made in agreement with the employer). In some countries, statutory annual leave entitlements are frequently lower than what is set by collective agreement. Information on collectively agreed annual leave is not available for all countries but, where available, data on the average length of collectively agreed annual leave is shown alongside the statutory entitlement for comparison purposes.
- *Leave entitlements to care for sick or ill family members* are entitlements to leave, sometimes paid, for employees with a child, partner, parent or other family member who is in need of care because of illness. In many cases these provisions are included within wider entitlements to leave for ‘personal’ or ‘family’ reasons, with only those provisions that are to be used to care for a sick or ill family member included here. Specific entitlements relating to a permanently disabled child or family member are generally not covered, unless it is part of the same entitlement as that for employees with a sick or ill family member. Entitlements regarding leave to care for children concern provisions over and above parental and childcare leaves (see [PF2.1](#)). Generally, information refers to legislated statutory entitlements only. Arrangements provided by individual employers or by collective agreement in addition to what is stipulated by law are, for the most part, not covered.

Key findings

Most OECD and EU countries provide employees with a statutory minimum annual leave entitlement (Table PF2.3.A). The exact length of the statutory minimum varies from country to country, but in most countries employees are entitled to at least 20 working days per year. Taking into account public holidays, this means that workers in many OECD countries, especially those in Europe, are entitled to at least 30-35 days of leave annually. The US is the only OECD country that does not provide a statutory minimum annual leave entitlement, at the federal level at least. In Japan and Korea, the relatively high number of public holidays ensures that the overall number of holiday days is broadly comparable with practice in Europe.

Other relevant indicators: PF2.1: Key characteristics of parental leave systems; PF2.2: Use of childbirth-related leave by mothers and fathers; and, LMF2.4: Family-friendly workplace practices.

Table PF2.3.A: Statutory and collectively agreed annual leave

	Days of paid annual leave (working days)		Public holidays (b)
	Statutory minimum (a)	Collectively agreed (Avg.)	
Australia	20	..	8
Austria	25	..	13
Belgium	20	..	10
Canada	10	..	9
Chile	15	..	15
Czech Republic	20	25	13
Denmark	25	30	9
Estonia	20	..	10
Finland	25	25	11
France	25	..	11
Germany (c)	20	30	9-13
Greece	20	..	11
Hungary (d)	20	..	10
Iceland	24	..	12
Ireland	20	24	9
Israel (e)	11	..	10
Italy	20	25	10
Japan	10	..	15
Korea	15	..	15
Latvia	20	..	12
Luxembourg	25	..	10
Mexico	6	..	7
Netherlands	20	25	9
New Zealand	20	..	11
Norway	21	25	10
Poland	20	..	12
Portugal	22	..	12
Slovak Republic	20	25	15
Slovenia	20	..	12
Spain	22	..	14
Sweden	25	25	11
Switzerland (f)	20	..	9
Turkey	12	..	..
United Kingdom (g)	28	..	9
United States (h)	0	..	10
Costa Rica	10	..	11
Bulgaria	20	..	12
Croatia	20	..	13
Cyprus (i,j,k)	20	..	..
Lithuania	20	..	11
Malta	24	..	14
Romania	20	21	10

a) Entitlements generally reflect those for full-time, full-year private sector employees, working a five-day week, who have been working for their current employer for one year. In some countries (e.g. Finland, Japan, Korea, Mexico, Poland and Turkey) the statutory minimum annual leave entitlement varies with tenure.

b) Information generally refers to public holidays set at the national or federal level. In some countries, this is subject to variation across regions and/or cantons/provinces/states. Excludes public holidays set permanently on non-working days (e.g. Sundays). In some countries (e.g. Belgium, Luxembourg, Spain, the United Kingdom) workers are entitled to an extra day's leave 'in lieu' if a public holiday falls on a non-working day, while in others (e.g. France, Malta) they are not. In some countries (e.g. Korea, the United Kingdom) there is no statutory right to pay on public holidays.

c) In Germany, public holidays are regulated almost entirely at the state level. The number of paid public holidays varies between 9 and 13, depending on the state.

d) In Hungary, the statutory minimum annual leave entitlement increases with age, up to a minimum of 30 days for workers aged 45 or over. The entitlement here reflects the minimum entitlement for workers aged under 25.

- e) The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.
 - f) In Switzerland, the only federal statutory holiday is the Swiss national day (1st August). The cantons may designate up to 8 days as additional public holidays.
 - g) In the United Kingdom, public holidays do not have to be given as paid leave and an employer can choose to include public holidays as part of a worker's statutory annual leave entitlement.
 - h) Information on public holidays in the United States reflects federal holidays designated by the U.S. government. In the private sector, the offer of paid leave remains at the discretion of the employer.
 - i) In Cyprus, public holidays are regulated either by agreements between the employer and the employee or via collective agreements.
 - j) Footnote by Turkey: The information in this document with reference to "Cyprus" relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue".
 - k) Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.
- Sources: World Bank "Doing Business: Measuring Business Regulation" Database; ILO Travail Database; EURES, The European Job Mobility Portal; for Korea: Labor standard Act for Statutory minimum and Regulation on Public Holidays. For collectively agreed annual leave: Observatory EurWORK (2014) Developments in collectively agreed working time 2014

The majority of OECD countries provide employees with an entitlement to leave to care for sick or ill family members, although the exact details of these leaves differ considerably from one country to another (Table PF2.3.B). Most OECD countries provide employed parents with a least some kind of entitlement to leave to care for an ill child, either as a specific provision or as part of broader entitlement. However, many also provide employees with a wider entitlement to leave to care for other (adult) family members. In most cases, qualifying 'family members' are limited to partners/spouses, parents and sometimes siblings, only. In some countries (e.g. Australia, the Netherlands, and Sweden), however, these wider entitlements can be used to care for family members and/or household members more generally.

Leaves to care for family members are often separated into short-term leaves to be used in case of a non-serious illness, and longer-term leaves to care for those with a serious and/or terminal illness. Leaves for non-serious illnesses are often provided in the form of an annual entitlement, with employees entitled to a certain number of days or weeks per year. In Austria, for example, employees have an individual entitlement to 2 weeks leave per year to care for a child, while in the Netherlands employees can take 10 days per year to care for an ill child, partner, parent or other household member. However, in some countries (e.g. Estonia, Finland, Spain, Switzerland) leaves for non-serious illnesses are provided 'per episode', with employees entitled to take a certain number of days or weeks on each occasion that a qualifying family member requires care.

Longer leaves to care for seriously ill family members are almost always provided on a 'per episode' basis, albeit with the length of the 'per episode' entitlement differing considerably from country to country. In many countries these longer-term entitlements provide a right to leave for somewhere between two and six months. In some provinces in Canada, for instance, employees are entitled to up to eight weeks to care for a family member 'at significant risk of death', while in Germany workers can take up to six months. In some countries (e.g. France, Portugal) employees may in at least some circumstances take leave for up to three to four years. In Japan, the entitlement is set for the cared-for person – each individual has a personal entitlement to 93 days across their own lifetime, which is to be used by the individual's family members in case of serious illness.

The presence and/or level of payment differs considerably across countries and across the type of leave. Leaves for non-serious illnesses are frequently paid, particularly when the entitlement is child-specific, but this is not always the case – in Belgium, France, Greece, Japan, the United Kingdom and the United States, for example, short-term care leave is unpaid even when the leave is taken to care for a child. On occasion (e.g. Finland), payment is dependent on collective agreement. Longer-term entitlements for seriously ill family members are less likely to be paid, although again there are

exceptions. In Belgium, employees taking long-term leave to care for a seriously ill family member can receive flat-rate payments for up to 1 year. In Germany, long-term care leave is unpaid but users are entitled to receive an interest-free loan from the Federal Office for the Family and Civil Engagement.

Sources and further reading: Moss, P. (2014) "10th International Review of Leave Policies and Related Research 2014". Available at: http://www.leavenetwork.org/archive_2005_2009/annual_reviews/; European Commission (2012) "Long-Term Care for the elderly: Provisions and providers in 33 European countries", Publications office of the European Union, Luxembourg

Table PF2.3.B: Summary of leave entitlements to care for sick or ill family members

Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
Australia	Paid leave to care for an immediate family or household member	All employees other than casual employees	10 days per year	100% of earnings
	Unpaid leave to care for an immediate family or household member	All employees	2 days per episode	Unpaid
Austria	Paid leave to care for a child under age 12	-	2 weeks per year	100% of earnings
	Paid leave to care for dependants other than children	-	1 week per year	100% of earnings
	Unpaid leave to care for terminally ill family members or seriously ill children	-	6 months (extendable to 9 months) per episode	Unpaid
Belgium	Paid leave to care for a seriously ill family member	-	12 months per episode	€786.78 per month (taxable)
	Paid leave to provide palliative care for a family member	-	2 months per episode	€786.78 per month (taxable)
	Unpaid leave for 'compelling reasons', including illness or hospitalisation of a household member	-	10 days per year	Unpaid
Canada	Unpaid leave to care for an immediate family members (British Columbia, Ontario, New Brunswick and Quebec only)	Employees in firms with more than 50 employees only (Ontario only)	3-5 days (British Columbia and New Brunswick); 10 days (Quebec and Ontario)	Unpaid
	Paid leave to care for a family member who 'is at significant risk of death' within the next 26 weeks	Employees who have worked 600 hours in the past 52 weeks	8 weeks per episode	Paid for 6 weeks at 55% of earnings, up to a ceiling
Chile	Paid leave to care for a child at serious risk of death	-	10 days per year (family entitlement)	100% of earnings
Czech Republic	Paid leave to care for a child under age 10 or for seriously ill family member (any age)	-	No limit, although a maximum of nine days can be taken	Paid at 60% of earnings, up to a ceiling

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Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
			consecutively. Only one parent can use the leave at any one time.	
Denmark	-	-	-	-
Estonia	Paid leave to care for a child under age 12	-	14 calendar days per episode (family entitlement)	80% of earnings
	Unpaid leave to care for a child under age 14	-	10 working days per year	Unpaid
	Paid leave to care for an adult family member	-	7 calendar days per episode	80% of earnings
Finland	Paid leave to care for a child under age 10	-	4 days per episode, but renewable without a limit	Payment dependent on collective agreements
	Unpaid leave for urgent family reasons	-	No fixed duration	Unpaid, dependent on collective agreement
France	Paid leave to care for a child under age 20 with a serious illness or disability	Employees with at least one year of service with the same employer	3 years per episode	Paid for a maximum of 310 days. Payment depends on length of tenure and family structure
	Unpaid leave to care for a child under age 16	-	3 days per year	Unpaid
	Paid leave to care for family members with a terminal illness	-	3 months	Paid for a maximum of 3 weeks.
Germany	Paid leave to care for a child under age 12	Working parents with statutory health insurance	10 days per child per year, with a maximum of 25 days per year per parent	80% of earnings
	Paid leave to care for a dependent family member with an unexpected illness	-	10 days over the lifetime of the family member in need of care	90% of income
	Leave to care for a dependent family member in need of long-term care	Employees in firms with more than 15 employees only	6 months	Unpaid, but recipients are entitled to receive an

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				interest-free loan
	Unpaid leave to care for a dependent family member with an unexpected illness	-	10 days per episode	Unpaid
Greece	Unpaid leave to care for a child	-	Varies depending on the number of children: 6 days per year for parents with 1 child, 8 days for parents children 2 children, and 14 days for parents with 3+ children	Unpaid
	Paid leave to care for a child for widow/ers or unmarried parents	-	Varies depending on the number of children: 6 days per year for parents with 1 or 2 children, 8 days for parents with 3+ children.	100% of earnings
	Paid leave to care for a seriously ill child (in need of a transplant, regular transfusion or dialysis, or suffering from cancer) under age 18	-	10 days per year	100% of earnings
	Unpaid leave to care for a seriously ill child under age 18	-	30 days per year	Unpaid
	Unpaid leave to care for elderly dependents	-	6 days per year	Unpaid
Hungary	Paid leave to care for a child under age 12	-	Varies depending on the age of the child: under 1, unlimited; 12-35 months, 84 days per child per year; 36-71 months, 42 days per year, 6-12 years, 14 days (family entitlement)	50-60% of earnings, up to a ceiling
Iceland	-	-	-	-
Ireland	Paid leave to care for a close family member	-	3 days in any 12-month period, up to a maximum of 5 days in any 36-month period.	100% of earnings
	Unpaid leave to care for a dependent family member	Employees with at least 12 months	2 years per episode	Unpaid, but those on

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		service with their current employer		carer's leave may be entitled to a means-tested carer's benefit.
Israel	Paid leave to care for a child under age 16	-	8 days per year (taken from employee's own sick leave allocation). Single parents can take up to 16 days per year.	50% of earnings from the second day 100% of earnings from the fourth day
	Paid leave to care for a spouse or a parent over age 65	-	6 days per year (taken from employee's own sick leave allocation)	100% of earnings
Italy	Unpaid leave to care for a child under age 8	-	Unlimited for a child under age 3; 5 days per year for a child aged 3-8	Unpaid
	Paid leave for a seriously ill or disabled family member	-	2 years per employee over the course of their working life. Only one family member can take the leave at any one time.	100% of earnings, up to a ceiling
Japan	Unpaid leave to care for a child under age 6	-	Varies depending on the number of children under age six: five days per year if the parent has 1 child under age 6; 10 days per year if there are 2+ children under age 6	Unpaid
	Paid leave to care for a seriously ill dependent family member who requires constant care for a period of two weeks of longer	-	93 days for each family member over their lifetime	40% of earnings
Korea	Unpaid leave to care for a family member	-	90 days per year	Unpaid
Latvia	..	-	..	..
Luxembourg	Paid leave to care for a child under age 15	-	2 days per year per child	100% of earnings
	Paid leave to care for a child under age 15 with a very serious/terminal illness	-	Up to 52 weeks in any 104-week period	100% of earnings

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Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
Mexico	-	-	-	-
Netherlands	Paid leave to care for an ill child, partner, parent or other friends or household members	All employees are eligible, but employers can refuse on serious business grounds	10 days per year	70% of earnings
	Unpaid leave to care for a seriously ill child or family member	All employees are eligible, but employers can refuse on serious business grounds	6 weeks per episode (to be taken part-time or, with the employer's agreement, full-time)	Unpaid
New Zealand	Paid leave to care for a partner or dependent family member	Employees with at least 26 weeks services with their current employer	5 days per year (taken from the employees own sick leave allocation)	100% of earnings
Norway	Paid leave to care for a child under age 12	-	Varies depending on the number of children under 12: 10 days per child per year when the parent has 1 or 2 children under 12, 15 days per child per year if that have 2+ children under 12. Extendable if the child has a severe illness.	100% of earnings, up to a ceiling
	Unpaid leave to care for a partner or parent	-	10 days per episode	Unpaid
Poland	Paid leave to care for a family member	-	14 days per year	80% of earnings
	Paid leave to leave to care for a child under age 8 in exceptional circumstances (e.g. school closure, illness of or childbirth by the primary carer)	-	Up to 60 days	80% of earnings
Portugal	Paid leave to care for a child under age 12	-	30 days per year, increased by one day for every second and subsequent child (family entitlement)	65% of earnings
	Paid leave to care for a child over age 12	-	15 days per year, increased by one day for every second and	65% of earnings

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Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
			subsequent child (family entitlement)	
	Paid leave to care for a chronically ill child	-	6 months per episode, extendable up to 4 years (family entitlement)	65% of earnings, up to a ceiling
	Unpaid leave to care for an immediate family member	-	15 days per year. 30 days in the case of a severely ill spouse	Unpaid
Slovak Republic	Paid leave to care for a family member	-	10 days per year	Paid for a maximum of 10 days per year at 55% of earnings, up to a ceiling
Slovenia	Paid leave to care for a child under age 8	-	15 days per episode (family entitlement)	80% of earnings
	Paid leave to care for a (co-resident) family member	-	7 days per episode, extendable up to 6 months in the case of a severely ill family member (family entitlement)	80% of earnings
Spain	Paid leave to care a family member	-	2 days per episode	100% of earnings
	Paid leave to care for a seriously ill child under 18	-	Unlimited. Only one parent can take the leave at any one time.	100% of earnings, up to a ceiling
	Unpaid leave to care for a seriously ill family member	Employers may refuse on serious business grounds	2 years per episode	Unpaid, although carers may receive payments under specific circumstances
Sweden	Paid leave to care for a child under age 12, or under 15 in specific circumstances	-	120 days per child per year (family entitlement)	77.6% of earnings, up to a ceiling
	Paid leave to care for a seriously ill family member or other 'closely related' person	-	100 days per episode	80% of earnings, up to a ceiling

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Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
Switzerland	Unpaid leave to care for a child	-	3 days per episode (family entitlement)	Unpaid, although payment by employers is common
Turkey	..	..	..	..
United Kingdom	Unpaid leave to care for a dependent family member	-	Not defined	Unpaid
United States	Unpaid leave to care for an immediate family member with a specific illness	Employees in firms with 50+ employees, with at least 12 months service with their current employment, and who have worked at least 1,250 hours over the preceding 12 months	12 weeks per year	Unpaid
Bulgaria	..	..	..	..
Croatia	Paid leave to care for a child under age 18	-	Varies depending on age: up to 60 days per episode for a child under age 7, and up to 40 days for a child between 8 and 18 (family entitlement)	Varies depending on age: 100% of earnings for a child under age 3, and 70% of earnings for a child between 3 and 18, up to a ceiling
	Paid leave to care for seriously ill child aged 18 and over or spouse	-	Up to 20 days per episode (family entitlement)	70% of earnings, up to a ceiling
	Paid leave for important personal reasons (inc. serious illness of a family member)	-	7 days per year	100% of earnings
Cyprus	Unpaid leave to care for a child or a dependent family member	-	7 days per year	Unpaid
Lithuania	Unpaid leave to care for a child under age 14	-	2 weeks per year	Unpaid
	Unpaid leave to care for a family member	-	Not defined. Period based on recommendation by a healthcare institution	Unpaid
Malta	-	-	-	-

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Country	Entitlement	Eligibility criteria	Duration	Payment (and conditions)
Romania	Paid leave to care for a child under age 7	-	45 days per year	85% of earnings

Sources: ILO Working Conditions Laws Database; Koslowski A., Blum S., and Moss P. (2016) International Review of Leave Policies and Research 2016. Available at: http://www.leavenetwork.org/lp_and_r_reports/; European Commission (2012) "Long-Term Care for the elderly: Provisions and providers in 33 European countries", Publications office of the European Union, Luxembourg; Mutual Information System on Social Protection (MISSOC) (2015) Comparative tables. Available at: <http://www.missoc.org/>; National sources