

Family leaves, table 1.8.2022

The child's estimated date of delivery is on 4 September 2022 or later

Leave	Entitlement/duration	Periods	Notification period/change in time	Application period/ compensation for daily allowance
Pregnancy leave	40 working days; start 30 working days or upon agreement at the latest 14 working days before the estimated date of delivery	continuous	2 months before the start of the leave; may be changed for a justified reason with a one-month notification period; pregnancy leave may be brought forward and the timing of a leave intended to be taken in connection with delivery, which can be taken simultaneously with the other parent or spouse, may be changed if necessary due to childbirth or the child's or parent's health, in which case the notification is made as soon as possible	daily allowance must be applied within 2 months of the date on which the benefit is to be received wage in accordance with the collective agreement in applies
Parental leave	until the child turns 2 years; a maximum of 320 working days per child; both parents are entitled to use half of the parental leave (160 working days); extension by 84 working days per each additional child born a parent may transfer a maximum of 63 weekdays of his/her own quota to the child's other parent, the child's guardian or his/her own or the other parent's spouse	a maximum of 4 periods of at least 12 working days per parent (agreement on more periods or shorter periods is possible) however, a maximum of 4 periods during the same calendar year, when an employee is entitled to a parental allowance on the basis of more than one child	2 months before the start of the leave, except for leaves with the maximum duration of 12 working days and, in case the spouse is returning to work, one month; one-month notification period for the change, a justification is required for the change	daily allowance must be applied within 2 months of the date on which the benefit is to be received wage in accordance with the collective agreement in applies
Partial parental leave	based on agreement one day of partial parental leave uses up half a parental leave day	based on agreement	discontinuation and changes must be agreed upon; if not agreed, the right to discontinue for a justified reason	daily allowance must be applied within 2 months of the date on which the benefit is to be received
Childcare leave	Until the child turns 3; (at least 2 years after adoption, expires as the child begins schooling)	for each parent, two periods with a minimum duration of one month; one childcare leave period can be taken at the same time with the other parent's pregnancy leave or parental leave	2 months before the start of the leave except for leaves with the maximum duration of 12 working days, in which case a one month notification period applies, one-month notification period for the change, a justification is required for the change	a child home care allowance is possible after 160 working days have passed since the birth of the child; the applicant must apply for the allowance within 6 months of

Leave	Entitlement/duration	Periods	Notification period/change in time	Application period/ compensation for daily allowance
				the date from which he/she wishes to receive it
Partial childcare leave	until the end of the 2nd school year (July); extended compulsory education: until the end of the 3rd school year; a child with a disability or long-term illness: until the age of 18 requires that the employee has been employed by the same employer for at least 6 months during the preceding 12 months	based on an agreement with the employer	must be requested 2 months before the start of the leave; discontinuation and changes must be agreed upon; if not agreed, right to discontinue for a justified reason based on a one-month period of notification	a possible flexible care allowance for a child under 3 years of age and a partial care allowance for a child in grades 1 and 2 (as well as for caring for a child in pre-primary education or a child subject to extended compulsory education in the 3rd year of compulsory education); parents/guardians must apply for the allowance within 6 months of the date from which they wish to receive it
Temporary childcare leave	Until the child turns 10; the right also applies to so-called absent parents; 1–4 working days per each sudden illness of a child		notification as soon as possible, a reliable explanation must be provided upon request	wage in accordance with the collective agreement in applies
Absence for compelling family reasons	temporary absence due to an unexpected reason caused by an illness or accident affecting the family		notification as soon as possible, a reliable explanation must be provided upon request	usually unpaid
Agreement-based leave of absence to care for a loved one	for caring for a family member or a loved one in need of special care	based on an agreement with the employer	based on agreement; if not agreed, the right to interrupt for a justified reason within a one-month notification period	usually unpaid
Informal care leave (1.8.2022-)	up to 5 working days per year to provide personal assistance or support to a relative or a loved one living in the same household as an employee need for significant assistance or support that requires the immediate presence of the employee due to a serious illness or serious injury significantly	full work days, also part-time based on agreement	notification of the leave and its estimated duration as soon as possible, a reliable explanation must be presented upon request	unpaid

Leave	Entitlement/duration	Periods	Notification period/change in time	Application period/ compensation for daily allowance
	affecting the patient's functional capacity or participation in end-of-life care			