

Leave	Right/duration	Multiple periods of leave	Period of advance notice of commencement/ change of starting date	Application period for daily allowance/other benefit or compensation
Maternity leave	105 week days, starting 30 (to 50) week days before expected birth		Two months prior to taking leave; changeable subject to one month's advance notice; the starting date may be brought earlier without advance notice	At least 2 months prior to calculated date; possible wage as provided under collective agreements
Paternity leave	1-18 week days after the birth of the child while maternity or parental xxx and	1-4 periods	Two months prior to taking leave; (for leaves of no more than 12 working days, 1 month);changeable subject to one month's advance notice; the period to be taken at birth changeable without advance notice	At least 2 months after the child is two years old, Possible wage as provided under collective agreements
	36-53 week days after parental xxx, total max 54 week days	1-2 periods until the child turns two years		
	1-54 week days after parental xxx	1-2 periods before the child turns two years	As above	As above
Full-time parental leave	158 week days; to be extended by 60 week days for each additional child in a multiple birth	Each parent can take two periods of leave lasting 12 week days minimum	Two months (for leaves of no more than 12 working days and in case of the spouse commencing employment, 1 month) prior to taking leave; changeable subject to one month's advance notice and a valid reason	At least one month prior to the desired starting date
Partial parental leave	As above	Both parents agree on part-time work for at least 2 months	Agreement on interruption and change; unless agreed, right to interruption for a valid reason	As above
Full-time child-care leave	Until the child turns three years; (for an adopted child: no less than 2 years from the adoption, at the most until the child starts school)	Each parent can take two periods of leave lasting 1 month minimum; one period of child-care leave can be taken during the other parent's maternity or parental leave	Two months prior to taking leave; changeable subject to one month's advance notice and a valid reason	Allowance for child-care at home possible; application 6 months prior to the desired starting date
Partial child-care leave	To the end of the second school year (July); (extended compulsory education: until the end of the 3rd school year; a child who is handicapped or with a long-term illness: until the child is 18)	Based on mutual agreement	Two months prior to taking leave; changeable by mutual agreement; unless agreed, right to interruption for a valid reason with one month's advance notice	Possible partial child-care allowance for taking care of a child under 3 and a child who is in the 1st and 2nd (3rd) class; time of application as above
Temporary child-care leave	Until the child turns 10 years; entitlement also concerns a parent not living with the child; 1-4 working days per each sudden illness of the child		To be notified of as soon as possible; reliable explanation has to be presented on request	Possible wage as provided under collective agreements
Absence for compelling family reasons	Temporary absence for an unpredictable reason due to illness or accident in the family		To be notified of as soon as possible; reliable explanation has to be presented on request	Usually unpaid leave
Contractual absence for taking care of someone close	Absence for providing special care of a family member or someone close to the employee	Based on mutual agreement	According to agreement	Usually unpaid leave

