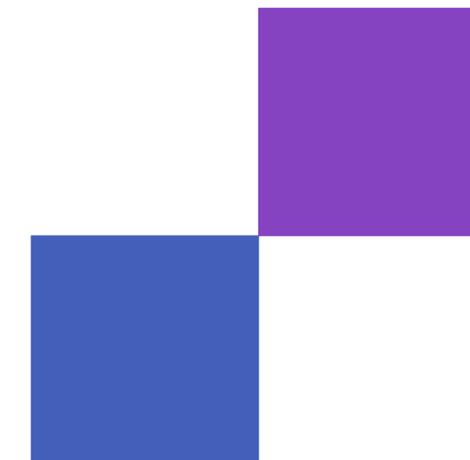




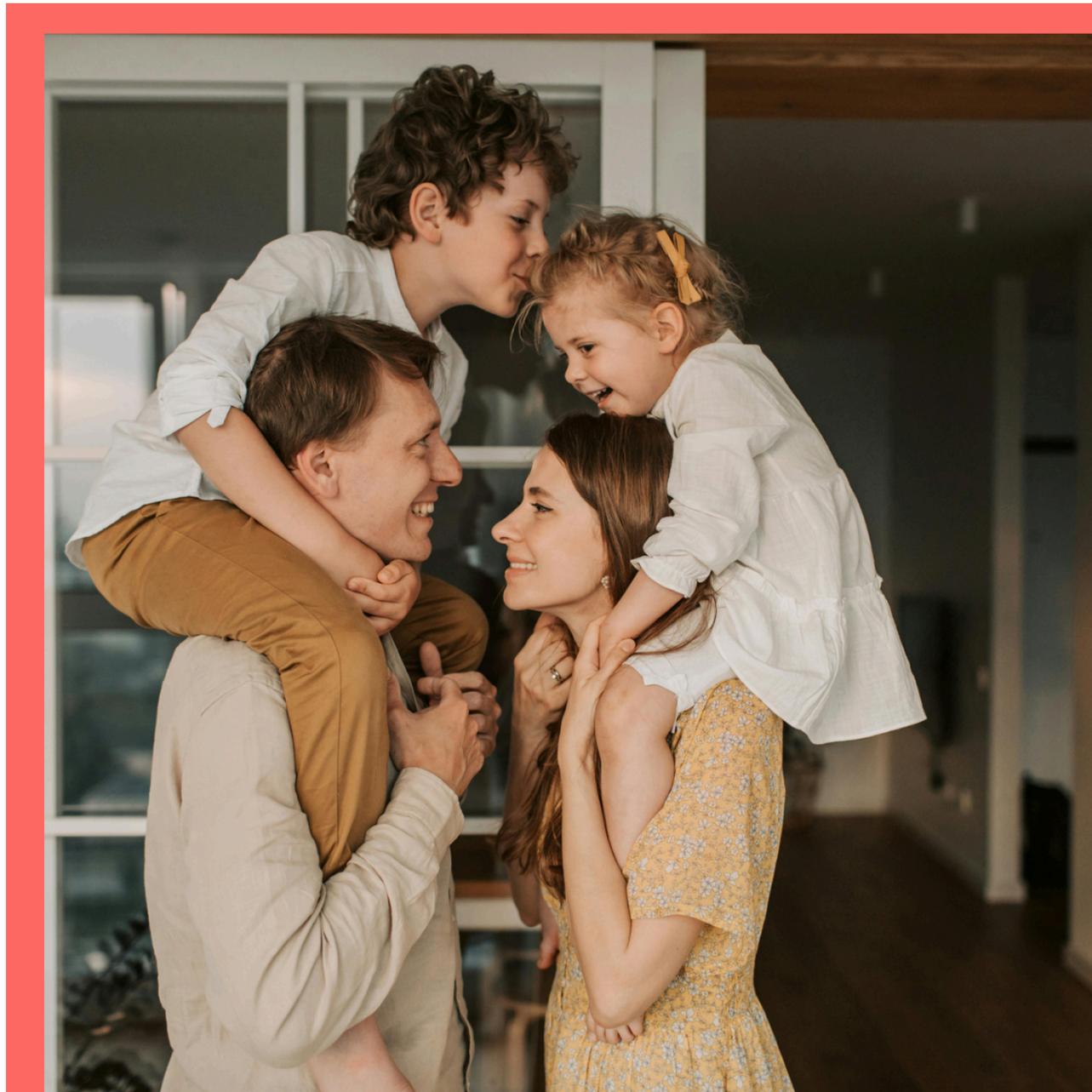
FUNDACJA
SHARE THE CARE



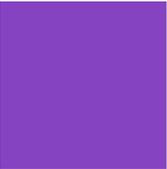
SPOTLIGHT ON POLISH PARENTAL LEAVE REFORMS AND THEIR IMPACT ON FAMILIES

Karolina Andrian
SHARE THE CARE Foundation

SHARE THE CARE MISSION



We promote a partnership-based family model and shared parental leave as the first step towards building equality, understanding, and balance in private and professional life – for the benefit of mothers, fathers, children, employers, and society as a whole.



OUR ACTIVITY PILLARS



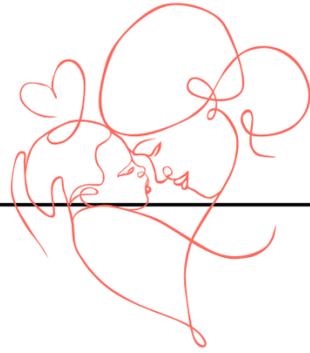
Education and support for present and potential parents in building partnership in parenthood

Collaboration with employers in building parental equality organizational culture.

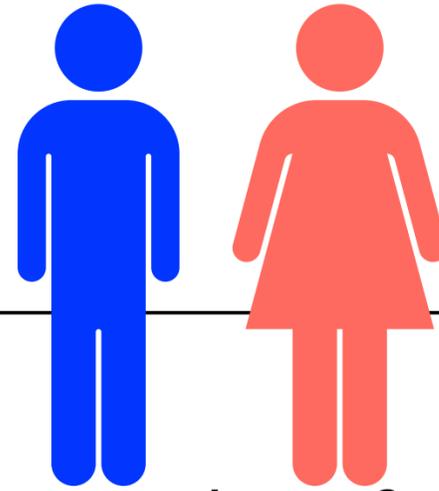
Advocacy for systemic solutions supporting gender equality by building parental equality

Partnership in parenting is the key to a better life and wellbeing.

POLISH PARENTAL LEAVES IN POLAND BEFORE WLB DIRECTIVE



20 weeks of
maternity leave.
paid 100%



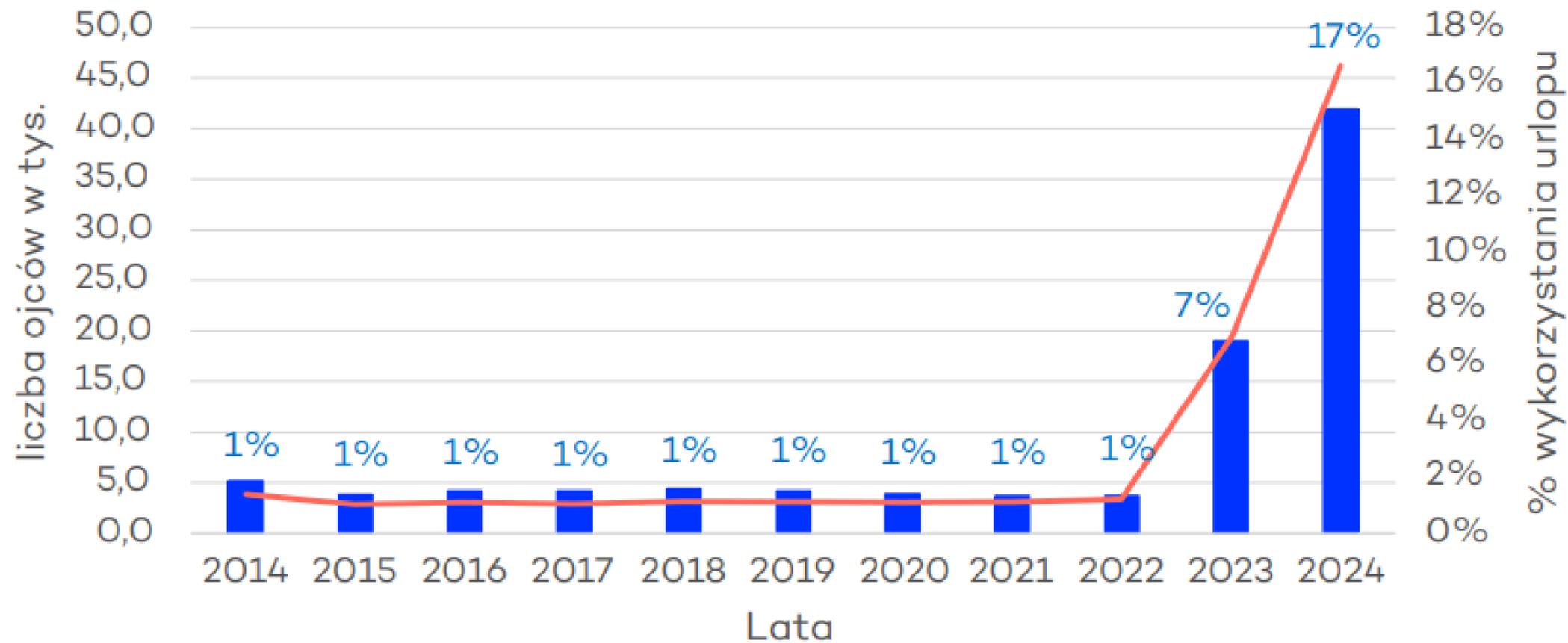
32 weeks of
parental leave.
paid 60%
up to 6 years.
(fathers from
2013)



2 weeks of
paternity leave.
paid 100%
up to 2 year.
(from 2011)

Materinty leave + parental leave = 1 year
99% used by mothers.
paid at avarage 80%.

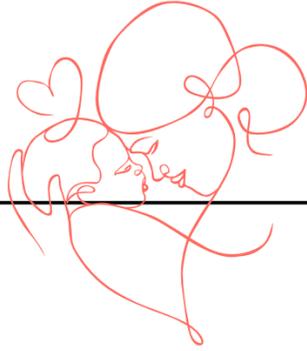
FATHERS ON PARENTAL LEAVE



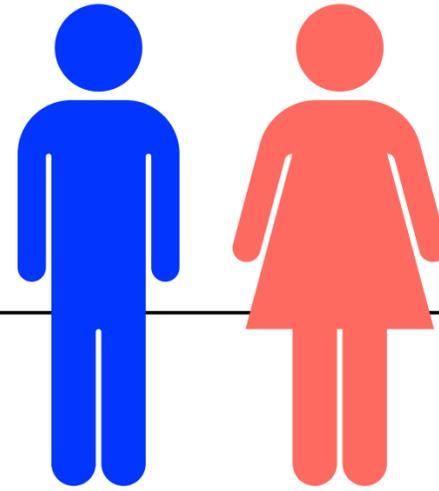
■ Liczba mężczyzn na urlopie rodzicielskim w tys.

— Wskaźnik wykorzystania urlopu rodzicielskiego

POLISH PARENTAL LEAVES IN POLAND AFTER WLB DIRECTIVE



20 weeks of
maternity leave.
paid 100%



41 weeks of
parental leave.
paid 70%
up to 6 years.
9 weeks for mother
9 weeks for father
23 weeks to share



2 weeks of
paternity leave.
paid 100%
up to 1 year.

“Maternity leave + parental leave = 1 year + 9 weeks for fathers”
9 weeks for fathers paid ALWAYS at the level of 70%
Maternity allowance for maternity + parental leave can be averaged
to 81,5%.

WHAT CHANGED?



- increase in fathers up-take of parental leave from 1% to 23%



- decrease in the average length of father's leave on parental leave from 98 days in 2022 to 40 days in 2025
- decrease in fathers up-take of paternity leave from 67% in 2022 to 57% in 2025
- most of the fathers use parental leave as longer paternity leave.

CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION

(2000/C 364/01)

- ART 33

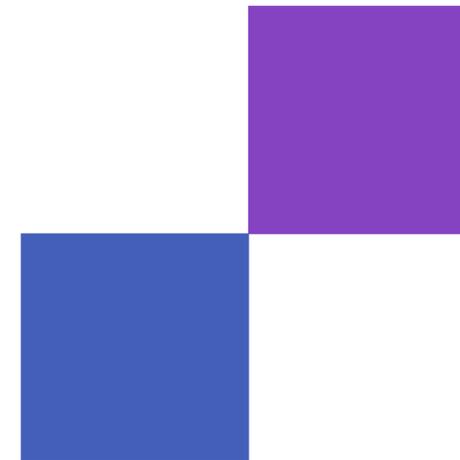
*To reconcile family and professional life, everyone shall have the right to protection from dismissal for a reason connected with **maternity** and the right to paid maternity leave and to parental leave following the birth or adoption of a child.*

CONCLUSIONS

- perinatal education needs to target fathers on systemic way.
- professionals working with fathers (healthcare, education, care facilities professionals, social workers) need to be trained - father inclusion on systemic level.
- childcare gap will not be closed if fathers use parental leave simultaneously with mothers - much more education is needed.
- we need to build trust in society that fathers are competent and independent caregivers
- employers play strategic part in building parental equality.



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Thank you!

Karolina Andrian

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