

WLB EU DIRECTIVE

POLAND

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SHARE THE CARE FOUNDATION

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**SHARE THE CARE FOUNDATION CREATES
A WORLD OF EQUAL OPPORTUNITIES BY
PROMOTING THE PARTNERSHIP MODEL
OF THE FAMILY.**

**AND THE FIRST STEP TOWARDS
PARTNERSHIP IS SHARING PARENTAL
LEAVE.**



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3 LEVELS OF OUR ACTIVITIES

PUBLIC AFFAIRS

ACTIVITIES AIMED AT IMPLEMENTATION OF THE WORK-LIFE BALANCE DIRECTIVE IN ACCORDANCE WITH THE RECOMMENDATIONS OF THE PROGRAM COUNCIL OF SHARE THE CARE FOUNDATION

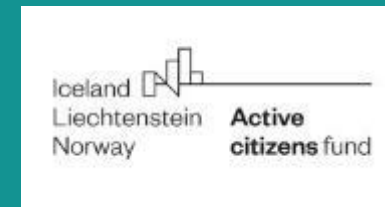
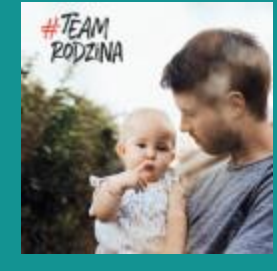
COOPERATION WITH EMPLOYERS

SUPPORTING EMPLOYERS IN ACTIVITIES AIMED AT BUILDING PARENTAL EQUALITY IN THE ORGANIZATION

EDUCATION AND SOCIAL COMMUNICATION

PROJECTS AIMING TO ENCOURAGE PARENTS TO SHARE PARENTAL LEAVE AND BUILD A PARTNERSHIP MODEL OF A REALTIONSHIP

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WORK -LIFE BALANCE DIRECTIVE IN POLAND

On 26th of April 2023, the WLB Directive entered into force

- **Individual** right to parental leave for parents (FATHERS)
- 9 weeks of **non-transferable** parental leave for each parent (FATHERS)



PARENTAL LEAVES IN POLAND – CURRENT SITUATION

2 weeks of
paternity leave

Fathers ONLY/
reimbursement -100%, up to 1 year.



20 weeks of maternity leave

Mothers ONLY/reimbursement -100%
(14 weeks obligatory)

9 weeks NON-TRANS
for mum

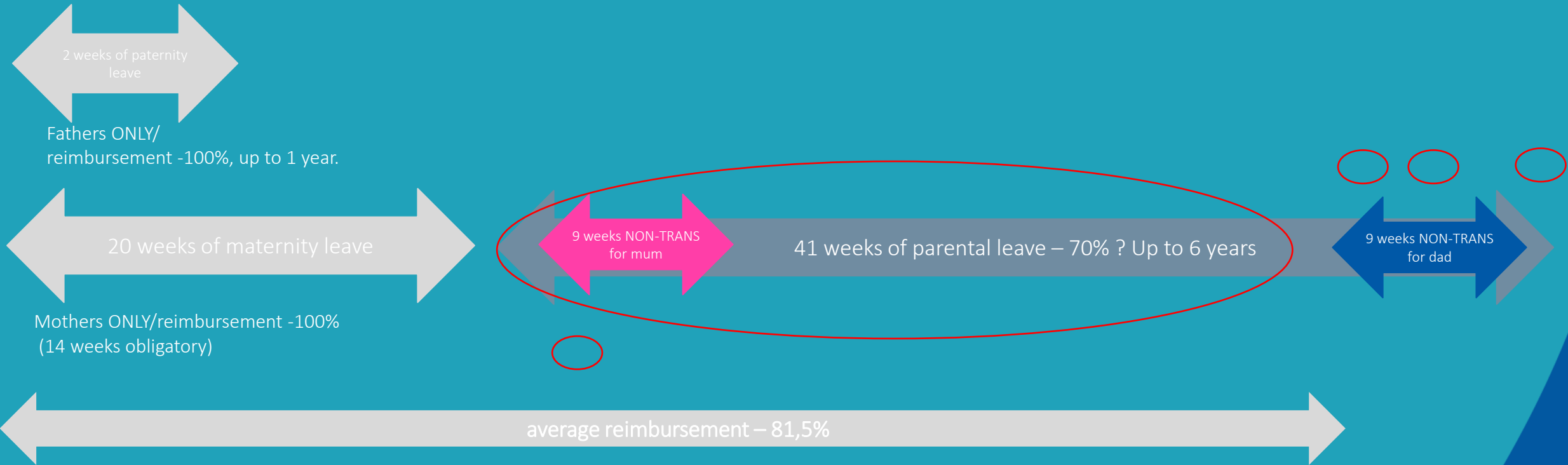
41 weeks of parental leave – 70% ? Up to 6 years

9 weeks NON-TRANS
for dad

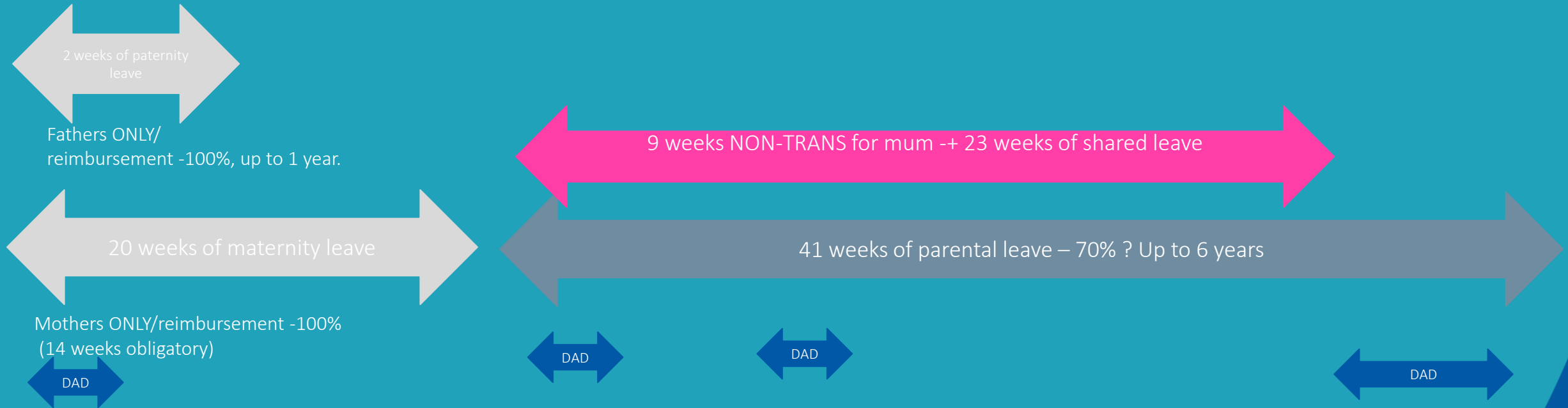
Mothers can apply for average reimbursement – 81,5%



CHALLENGES – PARENTAL LEAVE IN 5 PARTS



CHALLENGES – PARALLEL UPTAKE



CHALLENGES – REIMBURSEMENT OF NON-TRANSFERABLE PART

70% - for 9 weeks

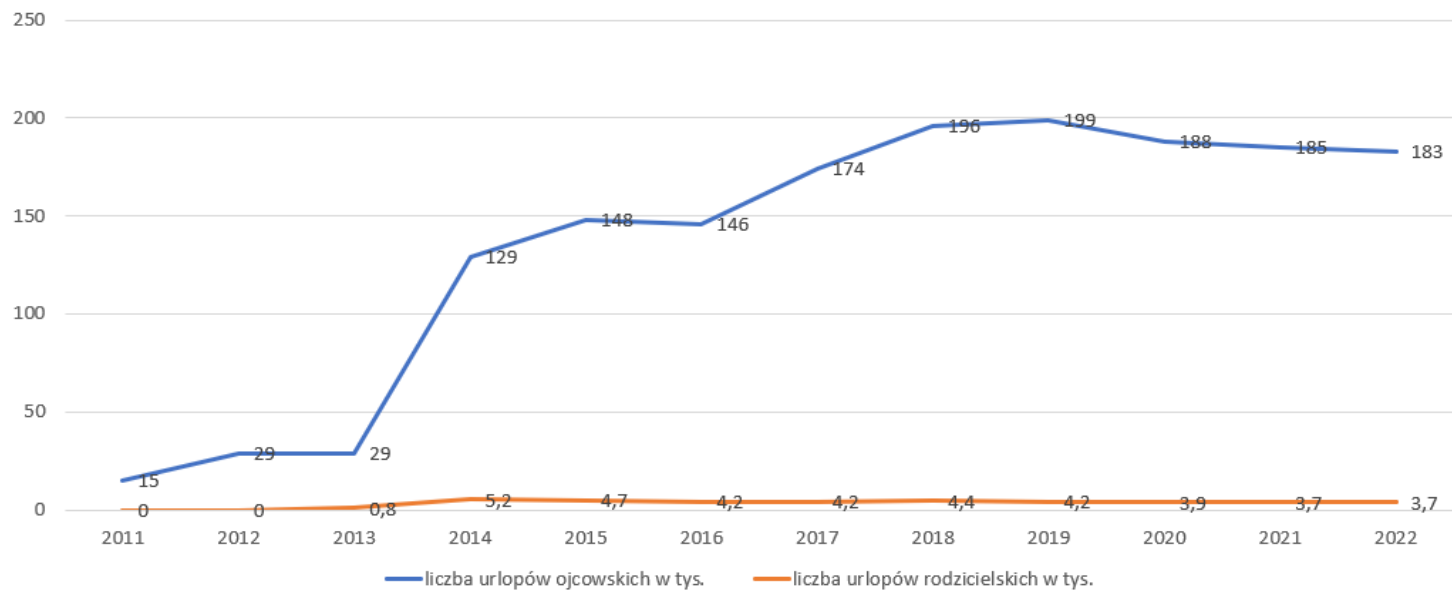
GOAL: 100% for 9 weeks



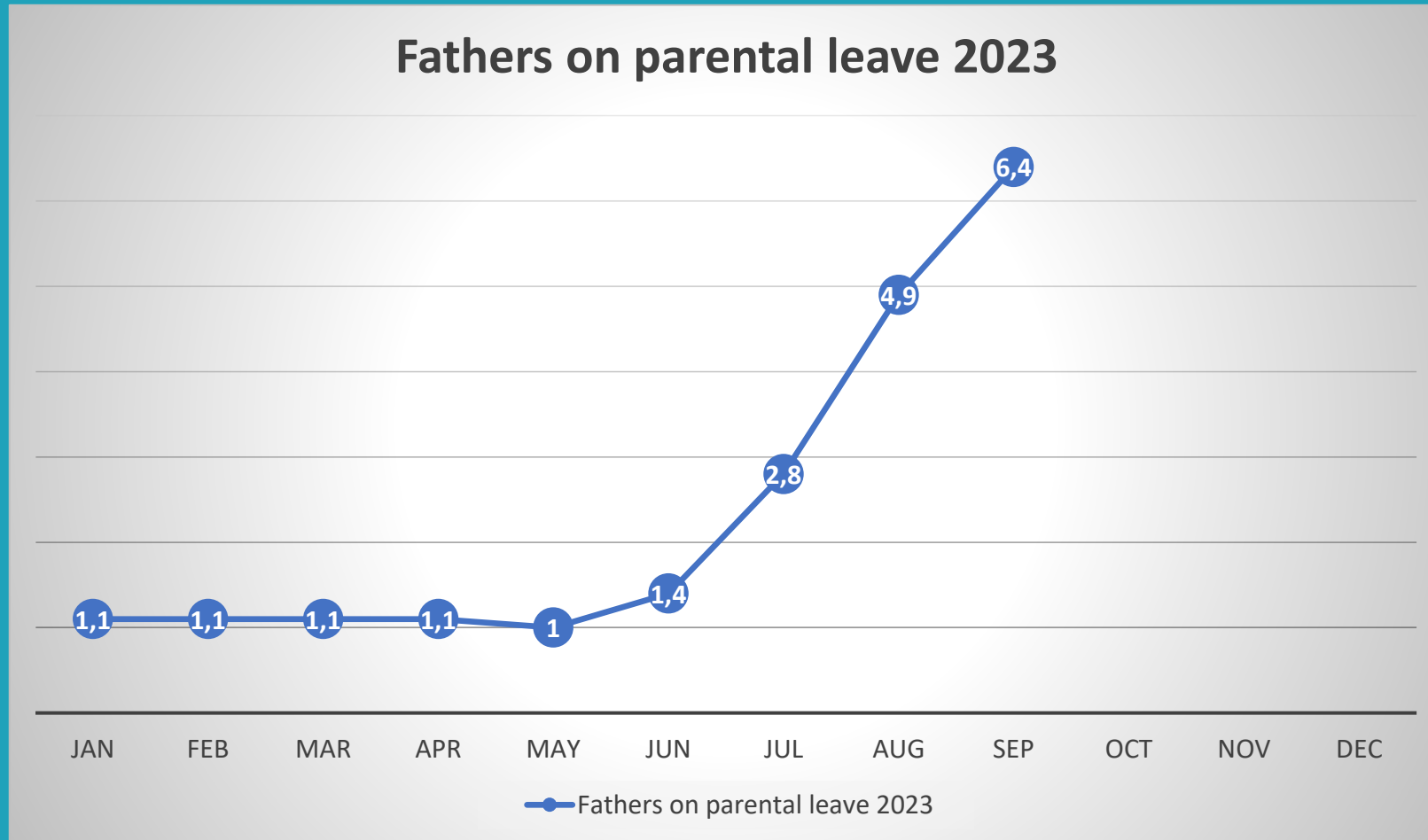
UPTAKE OF PATERNITY AND PARENTAL LEAVE BEFORE WLB DIRECTIVE

1. Use of PATERNITY leave - 56%
2. Use of PARENTAL leave - 1%

Urlopy ojcowskie i rodzicielskie ojców w Polsce (2011-2022)



UPTAKE OF PATERNITY AND PARENTAL LEAVE AFTER WLB DIRECTIVE



2023 – total 3,7k fathers – 1%
End of 2023 30k– 10%???

GOALS FOR 2024 AND BEYOND

- Increasing the reimbursement to 100% for 9 weeks of non-transferable part – for mum and dad
- Implementing financial gratification for 50/50 share of parental leave (e.g reimbursement 100% for all part of parental leave)
- Implementing the obligation to use non-transferable party in one part
- Forbidding parallel uptake
- Abolition of the application for the average reimbursement (81.5%)



THANK YOU!

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