



European Junior Doctors
Permanent Working Group

Maternity & parental leave in Europe

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Chair of the European Junior Doctors'
Medical Workforce Committee

Who, me?

- Lives currently in Seinäjoki, Finland
- Graduated 2013 from Tampere University, Medical School
- Specialising doctor, currently working in surgical department in Seinäjoki District Hospital
 - Member of the Finnish Young Doctors' Association's Board since 2014
 - Member of the Finnish Medical Association's Council since 2013
 - Chair of the European Junior Doctors' Medical Workforce Committee since 2016



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Family and Work working group

- One of the Medical Workforce's subgroups
- Working group that tries to collect data from all the Junior Doctor Association's in Europe and raise the collective current issues and problems from the topics concerning Family and Work
- In order to gather more information a survey on pregnancy and maternity, paternity and parental leave was held in 2014



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About the maternal, paternal and parental leaves

- Leave is considered to be adequately compensated if parents receive at least 65 % of their previous earnings during this period
- Total length of childcare leave takes into account all the different types of leave (maternity, paternity and parental leave) and is calculated from the child's birth until both parents return to work

Participation : 13

- Norway
- Lithuania
- Hungary
- Spain
- Netherlands
- Germany
- Latvia
- Finland
- France
- Austria
- Ireland
- Portugal
- Sweden



Announcing the pregnancy to employer

Mandatory

- 4 weeks before the due date

Latvia, Ireland, and Norway

- 3 weeks before the due date

Netherlands

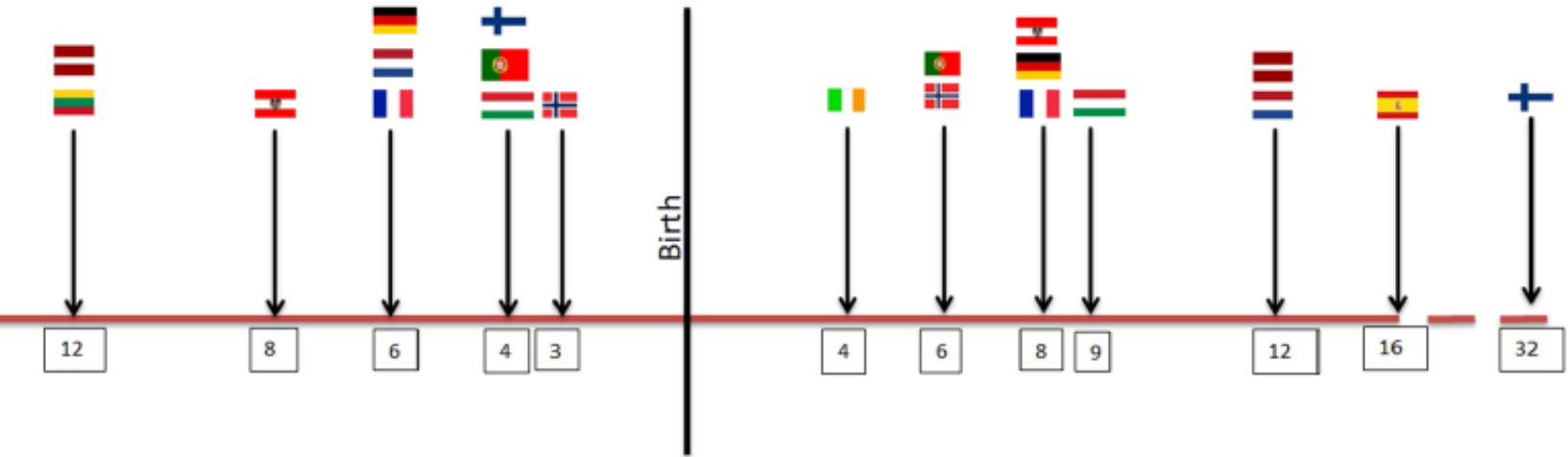
- as soon as the pregnancy is medically declared

Lithuania, Austria, Portugal

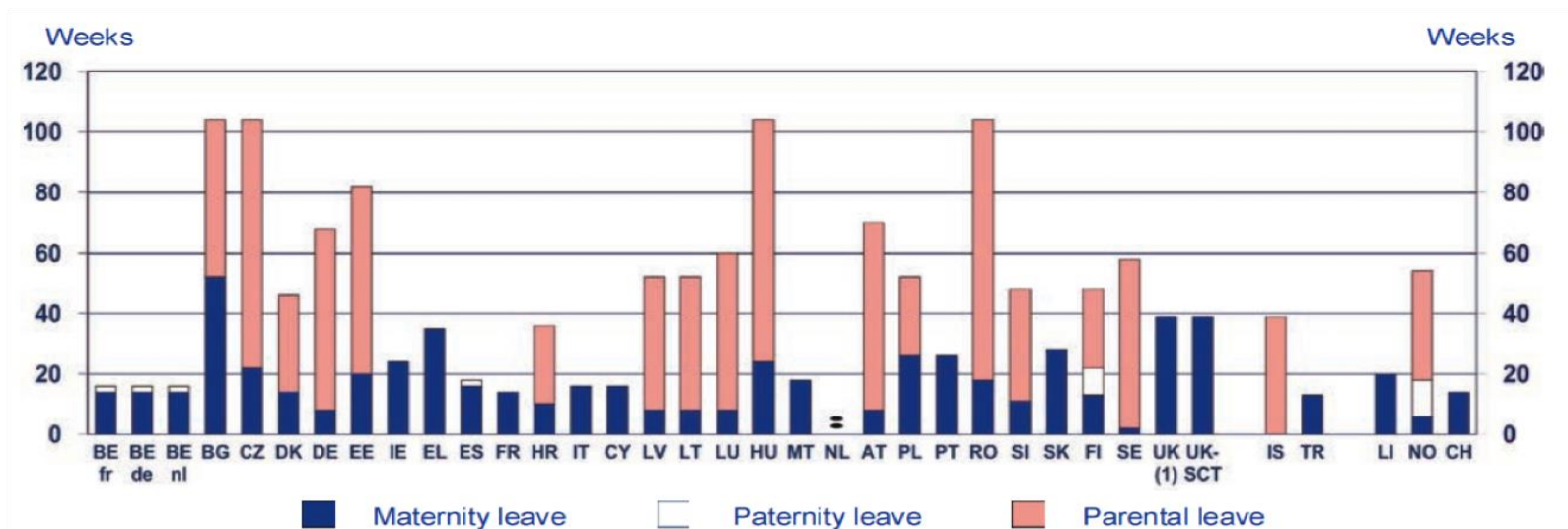
Not mandatory

- Finland
- Germany
- Spain
- Hungary
- France
- Sweden

Maternity leave *before* and *after* birth (weeks)



Length of adequately compensated post-natal maternity leave



	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	HR	CY	LV	LT	LU
■	14	14	14	52	22	14	8	20	24	35	16	14	10	16	16	8	8	8
□	2	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
■	0	0	0	52	82	32	60	62	0	0	0	0	26	0	0	44	44	52
	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK (1)	UK-SCT	IS	TR	LI	NO	CH
■	24	18	:	8	26	26	18	11	28	13	2	39	39	0	13	20	6	14
□	0	0	:	0	0	0	0	0	0	9	0	0	0	0	0	0	12	0
■	80	0	:	62	26	0	86	37	0	26	56	0	0	39	0	0	36	0

Source: Eurydice.

UK (1) = UK-ENG/MLS/NIR

- Salary during pregnancy is fully paid in all countries
- Salary after delivery is fully paid in France, Spain, Norway, Netherland, Germany, Latvia, Finland, Ireland
- Salary after delivery is partly paid in Hungary, Portugal, Lituania, Austria

Parental leave

- **France** : 3 years
- **Spain** : 1,5 years
- **Norway** : 2 years and 4 weeks
- **Lithuania** : 1 day per week
- **Netherland** : 6 months
- **Germany** : 3 years
- **Latvia** : 1 year
- **Finland** : 3 years
- **Austria** : 2 years
- **Portugal** : 180 days
- **Ireland** : 14 weeks
- **Sweden** : 480 days



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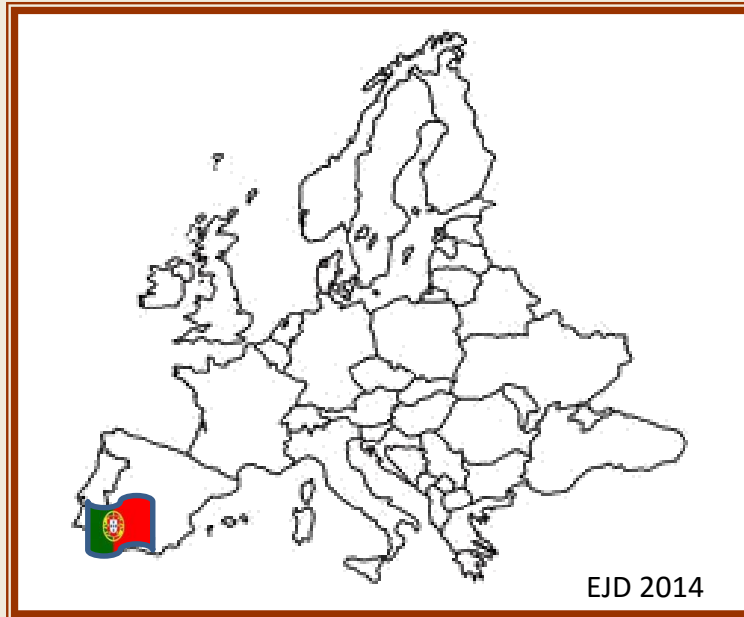
- **No mandatory restrictions, but right not to do on call/night shifts**
 - Germany, Finland, Latvia, Hungary, Spain, Lithuania, France, Portugal
- **Restrictions about working time :**
 - 8,5 hours per day in Germany
 - 9 hours per day in Norway
 - not at night shifts in Germany, Portugal
 - Austria from 8.00pm to 6.00pm*
 - depending on the organisations of the department: Sweden
 - maternal hour during pregnancy in France



Restrictions at work

- The employee must be sure of « healthy conditions of work for mother and fetus » in all countries : **no strict or precise restrictions**
- eg : anesthetics, infectious diseases, x-rays
- risk individualised assessment for each department: Sweden

Portugal



Pregnancy

- ❖ Declaration to employer : mandatory as soon as possible
- ❖ Working time : not between 8pm until 7 am*, no overtime during 1 year or during breastfeeding
- ❖ Salary : Full
- ❖ Employer's duties: assesment of the working place not to be harmful for mother nor unborn child, eg X-ray exposition should be under 1mSv

Maternity leave

- ❖ Before birth : 30 days
- ❖ After birth : 150 days (16 weeks around birth with at least 6 weeks after birth)

Paternity leave

- ❖ 10 days fully paid (without weekends or holidays) including 5 immediate days and 5 within the first month following birth
- ❖ 10 extra days possible
- ❖ 2 extra days if twins

Parental leave

- ❖ Either mother or father

Finland



EJD 2014

- ❖ **Pregnancy**
- ❖ Declaration to employer : mandatory 2 months before or one month before if the paternal leave is less than 12 days
- ❖ Salary : Full
- ❖ Employer's duties: assessment of the working place not to be harmful for mother nor unborn child, eg X-ray exposition should be under 1mSv
- ❖ No on call shifts after 28 weeks of pregnancy

Maternity leave

- ❖ Before birth : 30-50 days excluding Sundays
- ❖ After birth : 105 days

Paternity leave

- ❖ 54 days excluding Sundays
- ❖ 18 days at the same time with the mother

Parental leave

- ❖ Father or the mother
- ❖ 158 days



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- Because of the survey we are able to compare the countries and their systems
 - Adopt all the good habits and spread them to all countries
- Maybe the next step would be to indentify the problems junior doctors are facing concerning the maternal, paternal and parental leave and start some actions



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Thanks for listening!