

Supplementary File

Table 1. Comparative Overview of Paternity Leave, Daddy Quotas and Parental Leave in 16 European countries. Source: Blum et al., 2023.

Country	Paternity leave	Daddy quota	Parental leave
Austria	30 days (€23.91/day)	Under the flat-rate childcare benefit account both parents must each take a minimum of 20% non-transferable days of the total benefit days. For the income-related childcare benefit, fathers must take 61 non-transferable days (approximately 2 months) to access the full benefit period	Up to 2 years; choice between flat-rate or 80% of income
Bulgaria	15 days (90%, min. BGN 710, max. BGN 3,400)	NO ((but 2 months possible if other leaves are not used)	Until the child is 2 years old, fixed amount of BGN 710/month; transferable to father/grandparents
Czech Republic	14 days (70%)	NO	Until age 3 (lump sum CZK 300 000–450 000)
Denmark	2 weeks (100%; max DKK4 4500)	9 weeks	14 weeks/parent (max. 32 paid weeks if taken consecutively)
Finland	54 days (70%; 90% for first 16 days)	97 days	160 days/parent; 63 days transferable; flexible arrangement
France	25 days (100%, max €3 666/month)	NO	Parental leave: Entitlement to take leave until the child is 3. Paid via the "PreParE" allowance, which has tiered rates based on working hours (€422.21 - €157.45/month) + possible supplementary allowance. The PreParE duration is limited: max. 6 months per parent for one child (12 months total); max. 24 months per parent for 2+ children (can cover up to age 3 if shared).
Germany	NO	2 additional months if both parents participate	Individual entitlement until the child is 3 years old; benefit up to €1,800/month
Hungary	10 days (100% for first 5, then 45%)	NO	GYED: 70% until age 2; GYES: flat-rate until age 3
Iceland	NO	5.5 months (out of 6)	6 months per parent, total of 12 months, 80% of earnings, max ISK 600,000
Italy	10 working days, 100% of earnings	NO	6 non-transferable months (3 paid), maximum 10–11 months total; 30% of earnings
Lithuania	1 month, 77.58% of net earnings	2 months, 100% of net earnings	Until the child is 3 years old; part paid (30–77%), remainder unpaid
Netherlands	1 week (equal to working hours per week) + up to 5 weeks of additional paid leave	NO	26 times the weekly working hours; 9 weeks paid at 70% of earnings; can be taken until child is 8 years old
Norway	Depends on agreement, no statutory payment	15 or 19 weeks non-transferable (fedrekvoten)	49 or 59 weeks (including both parents' quotas and shared part), paid 80–100% of income
Poland	14 days (100%)	9 weeks non-transferable (70%)	41 weeks (shared, 70%)
Slovakia	14 days (75%)	28–37 weeks maternity for fathers (75%)	Until age 3 (€413/month), up to 6 years for health reasons
Slovenia	15 days (100%, limited)	60 days non-transferable until child is 8 years old	160 days/parent (100 days transferable, rest not)
Switzerland	14 days (80%, max CHF 220/day)	NO	NO

Table 2: Part-time employment rates of men, women, and parents with children under age six, 2024 (Eurostat, 2025a; 2025b).

Country	Male (20–64) part-time employment rate (%)	Female (20–64) part-time employment rate (%)	Male (18–64) part-time employment rate, youngest child <6 years (%)	Female (18–64) part-time employment rate, youngest child <6 years (%)
Austria	12.2	51.1	8.7	74.1
Czechia	4.3	12.4	1.8	30.0
Germany	11.3	48.5	9.4	67.0
Denmark	13.9	34.1	5.4	30.3
Finland	10.3	19.9	5.6	21.2
France	7.5	25.8	6.7	31.0
Hungary	2.5	6.0	1.2	7.4
Iceland	9.0	28.8	no data	no data
Italy	6.8	29.8	4.8	35.3
Lithuania	4.4	7.5	3.3	7.9
Netherlands	18.6	60.5	16.1	69.5
Norway	12.8	28.5	6.3	23.1
Poland	3.2	8.2	1.9	9.8
Slovenia	5.2	11.8	no data	16.4
Slovakia	2.2	5.7	no data	7.1
Switzerland	20.4	62.8	no data	no data

Figure 2. Results of the hierarchical cluster analysis

