



UGT  
General Workers' Union

# Parental Leave Work and Childcare

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# Participation in Equality Bodies

- ▶ CIG – Commission for citizenship and gender equality
- ▶ ACIDI - Commission for immigration and intercultural dialogue
- ▶ CITE - Commission for Equality in Labour and Employment (Decree-Law 76/2012)

## Quality indicators UGT

- ▶ equal opportunities and treatment in access to employment
- ▶ equal payment for work of equal value
- ▶ awareness of discriminatory practices due to leave for pre-natal care, pregnancy, breastfeeding, parental care

# PARENTAL LEAVE AND ALLOWANCE


parental leave - mother	parental allowance
120 days of leave	100% salary
150 days shared parental leave (120+30)*	100% salary
30 days of addition for each twin	100% salary
days of the father's exclusive license	100% salary
<b>180 days (150+30)</b>	<b>83% salary</b>
<b>150 days</b>	<b>80% salary</b>

\*If mother and father enjoy each one exclusively, at least 30 consecutive days, or two periods of 15 days.

# Mother's Leave

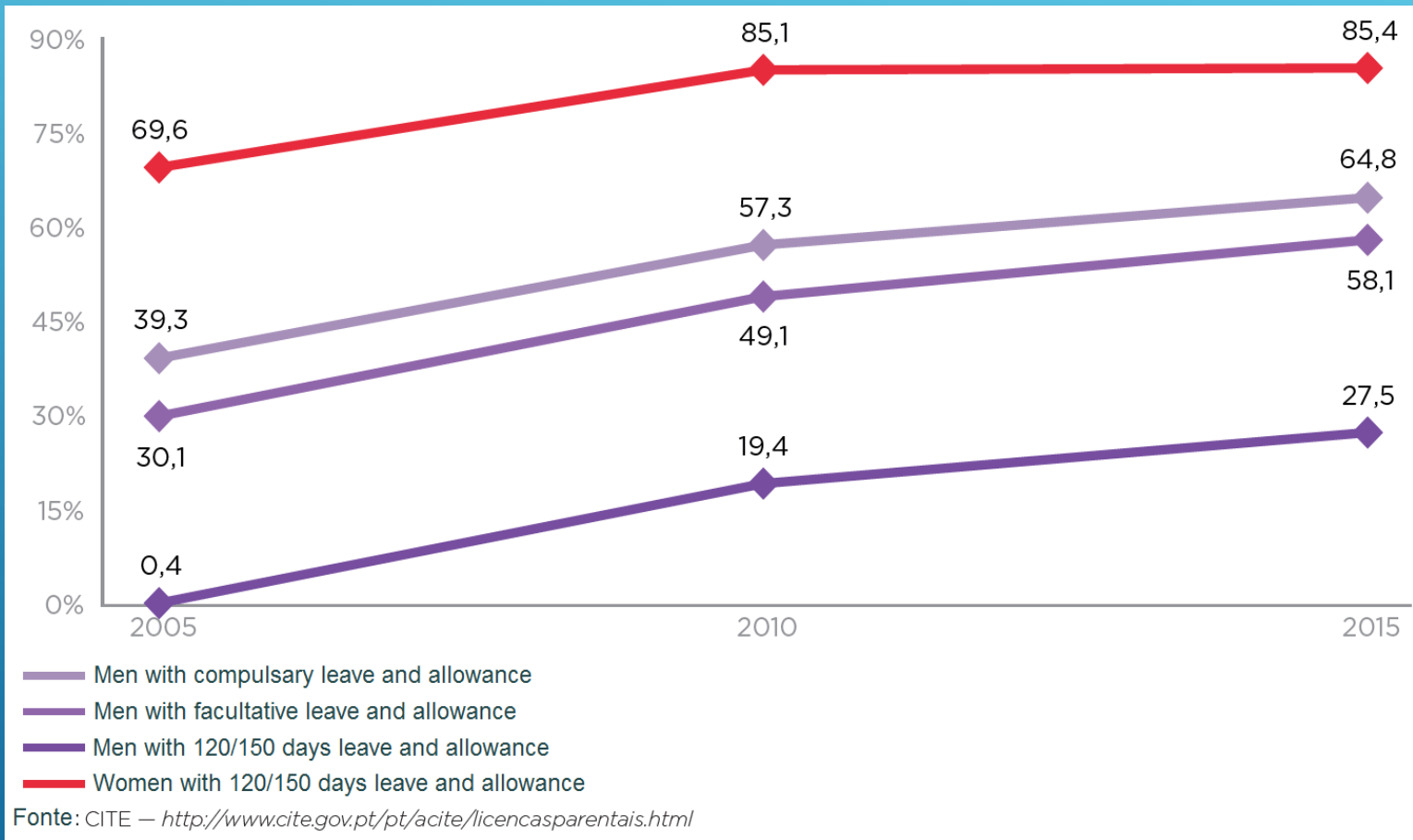
- The right to 120 days, which is paid at 100%.
- The right to 150 days, paid at 80 % of reference pay,
- Or 180 days, paid a 83% of reference wage, which may be shared by the mother and the father after the birth, without any loss of the mother's rights.
- The use of the Leave between 120 and 150 days may be taken simultaneously by both parents. If both work at the same company, in small companies, it must be negotiated.

# FATHER'S LEAVE AND ALLOWANCE

- 5 days immediately after the birth of a child
  - 10 days in a row or within 30 days of the birth of a child
  - 15 working days during the period in which the mother's initial parental allowance is paid
  - ▶ the father has 30 working days of paid -100%
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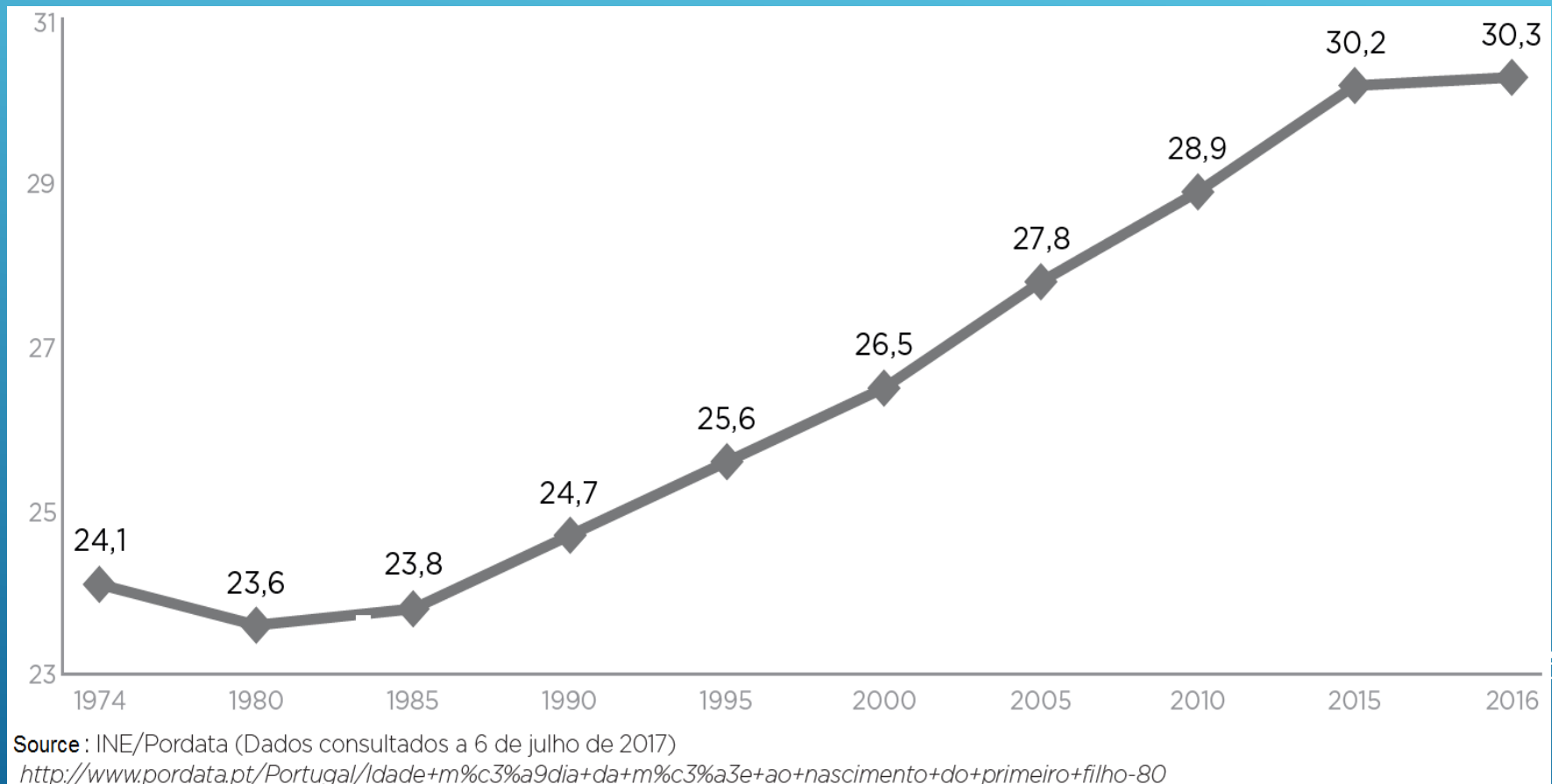
- ▶ In Portugal the law changed last year
- ▶ parent's leave is now mandatory
- ▶ Now they have the chance to share the leave with the mother
- ▶ Mother can choose if she wants to go back to work earlier or not

# PARENTAL LEAVE





# AGE OF WOMEN AT FIRST CHILDBIRTH



- ▶ In Portugal the majority of men and women have full time jobs
- ▶ Part time jobs it is not a tradition
- ▶ Low wages

# How to do work and life balance ?

- ▶ We have to implement new ways of working such as teleworking
- ▶ Men must have an active role to play in sharing family and working life policies

# *The biggest challenge for the future*

- ▶ Changing the mindsets
- ▶ To do changes now and quickly

Thank you

