

# CIPD Ireland

## Parenting leave entitlements from 1 September 2020

Who is entitled	Nature of leave	Type of leave	Eligibility	Duration per child from September 2020	Notification
<b>Mother</b>	<b>Paid leave (by State)</b>	Maternity leave	At birth of child	26 weeks consecutively	4 weeks notice. Include medical certificate
		Parent's leave	Child under 1 year	2 weeks. Must be taken after paid maternity leave	6 weeks notice. Employer may postpone. To be confirmed 4 weeks in advance
	<b>Unpaid leave</b>	Unpaid maternity leave	To follow paid maternity leave or parent's leave	Max 16 weeks, consecutively	4 weeks notice
		Unpaid parental leave	Child up to 12 years (16 with a disability). Normally parent to have 12 months service	Max 26 weeks. In 6 week blocks or weekly, daily, hourly with employer agreement	6 weeks notice. Employer may postpone or restrict options. To be confirmed 4 weeks in advance
		Paternity leave	Within 26 weeks of the birth of the child	2 weeks consecutively	4 weeks notice
<b>Father</b>	<b>Paid leave (by State)</b>	Parent's leave	Child under 1 year.	2 weeks. May be taken before or after paternity leave	6 weeks notice. Employer may postpone. To be confirmed 4 weeks in advance
	<b>Unpaid leave</b>	Unpaid parental leave	Child up to 12 years (16 with a disability). Normally parent to have 12 months service	Max 26 weeks. In 6 week blocks or weekly, daily, hourly with employer agreement	6 weeks notice. Employer may postpone or restrict options. To be confirmed 4 weeks in advance

**Notes:**

Adoptive leave has similar entitlements to maternity leave, but relates to the date of placement, not birth, up to 8 years. Some leaves make allowances for illness and breastfeeding. Though there is no legal requirement, some employers, especially large organisations, pay a salary top-up during paid maternity and paternity leave. Extending consecutive periods of leave out of work does not increase flexibility and risks a negative career and pay impact.

Paid leave: Refers to the relevant social welfare payment, subject to PRSI conditions.