Solution

Solution 3a

```sql
CREATE TABLE Employees(
    empId INT PRIMARY KEY,
    name TEXT NOT NULL,
    year INT NOT NULL,
    salary FLOAT NOT NULL CHECK(salary >= 0),
    entitlement INT NOT NULL DEFAULT 30 CHECK(entitlement >= 0),
    branch TEXT NOT NULL
);

CREATE TABLE ParentalLeave(
    employee INT REFERENCES Employees,
    startDay INT NOT NULL CHECK(startDay >= 0 AND startDay <= 366),
    startYear INT NOT NULL,
    endDay INT NOT NULL CHECK((endYear = startYear AND startDay <= endDay) OR
        endYear > startYear),
    endYear INT NOT NULL CHECK(endYear >= startYear)
);
```

Solution 3b

```sql
SELECT branch, COUNT(*)
        FROM Employees e JOIN ParentalLeave p ON e.empId = p.employee
        WHERE p.startYear <> p.endYear
        GROUP BY e.branch;
```

Solution 3c

```sql
SELECT branch, AVG(salary) AS avgsalary
        FROM Employees
        GROUP BY branch
        HAVING MIN(year) >= 1987
        ORDER BY avgsalary;
```