

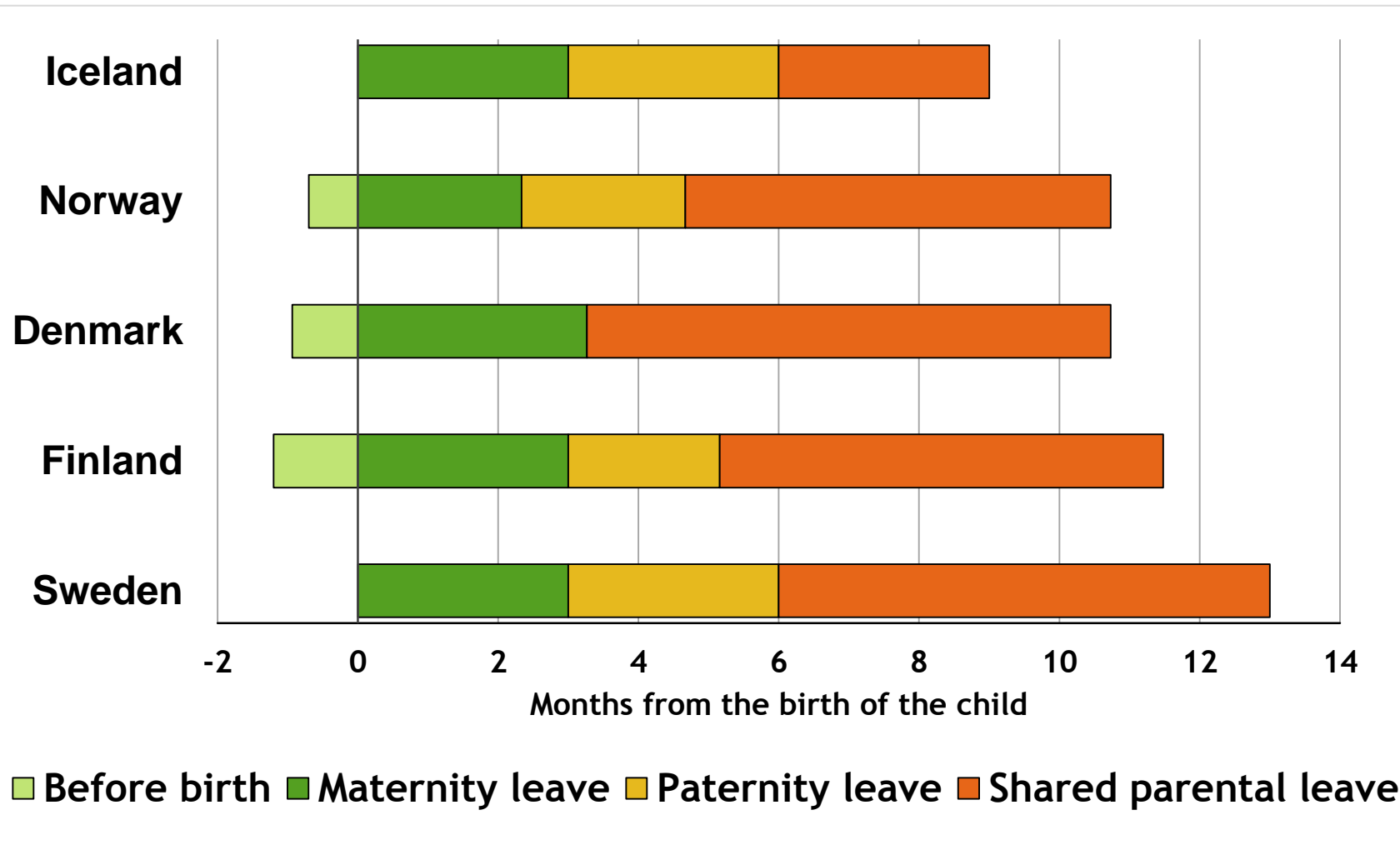
Parental leaves in Finland and in the Nordic countries

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Parental leave in Finland

- Individual right (not tied to employment, partner's employment, partnership status or family type)
- Comprises mother/father quotas and parental leave which can be shared as parents wish
- Total duration of (all) paid parental leave is 13 months (11.5 months after birth)
- After paid parental leave: home care leave until the child turns 3 yrs

Maternity, paternity and parental leaves in the Nordic countries: total duration in 2017



Age of the child when parental leave ends:

Iceland: 9 months

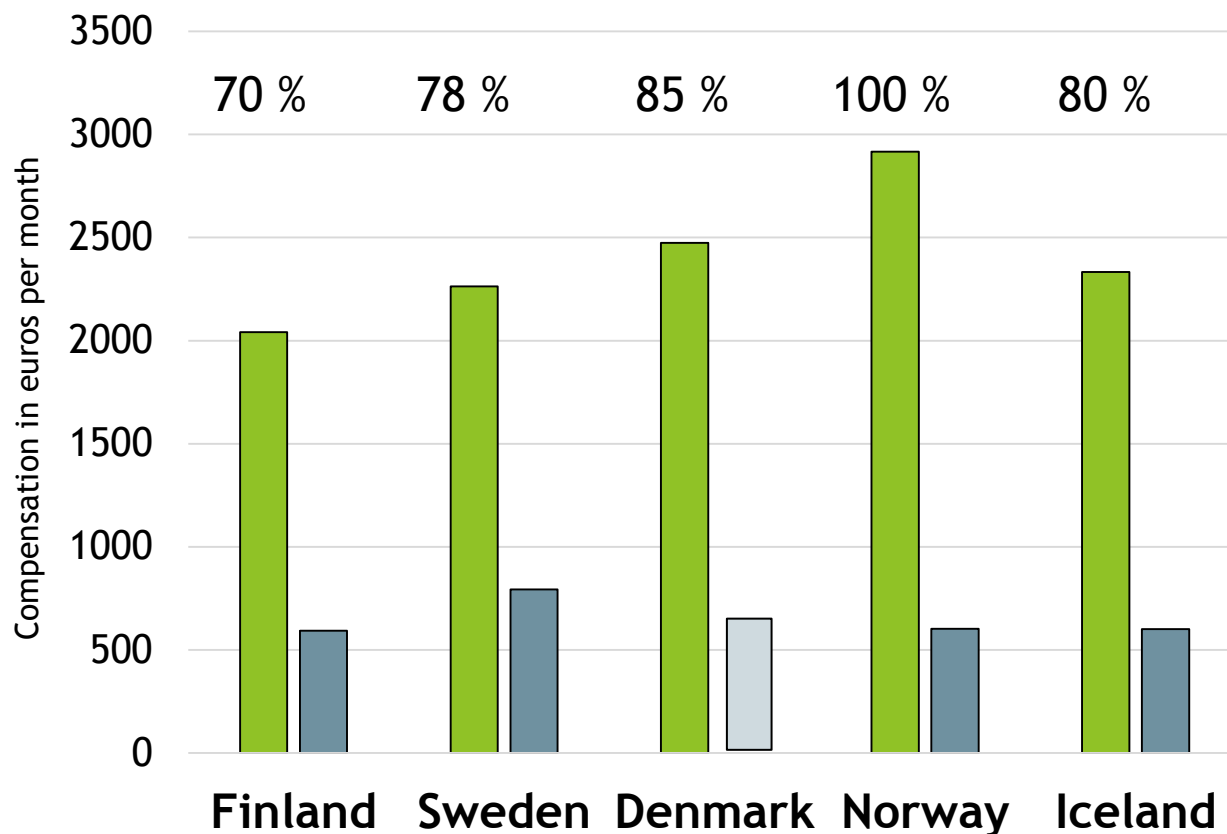
Norway: 11 months

Denmark: 11 months

Finland: 11.5 months

Sweden: 13 months

Income compensation element



Level and amount of income compensation among mothers with annual income of 35.000 euros

Note: several branches pay full or partial salary to mothers for a part or whole period.

Minimum parental benefit

Earnings-related income compensation varies between <70-100 %

Minimum parental benefit on a low level in all Nordic countries.

Flexibility in parental leaves

	FINLAND	SWEDEN	NORWAY	DENMARK	ICELAND
Can be taken part-time or divided into several periods	Restricted	Very flexible	Some flexibility	Some flexibility	Some flexibility
Can be taken later	No (father's quota -2yr)	Yes (<4-12 yr)	Yes (<3 yr)	Yes (<9 yr)	Yes (<2 yr)
Parents use simultaneously	max 3 w	max 1 mth	Freely (benefit restr.)	Freely	Freely

FLEXIBILITY IS IMPORTANT: In Sweden, parental leave can be prolonged from 13 months until the child is 18 mths old.

Fathers' parental leave in the Nordic countries

Norway: In 1993/05/06 father quota 1-1.5 months
In 2009/11/13 quota increased from 1.5 to 3 months
In 2014 quota decreased to 2.5 months

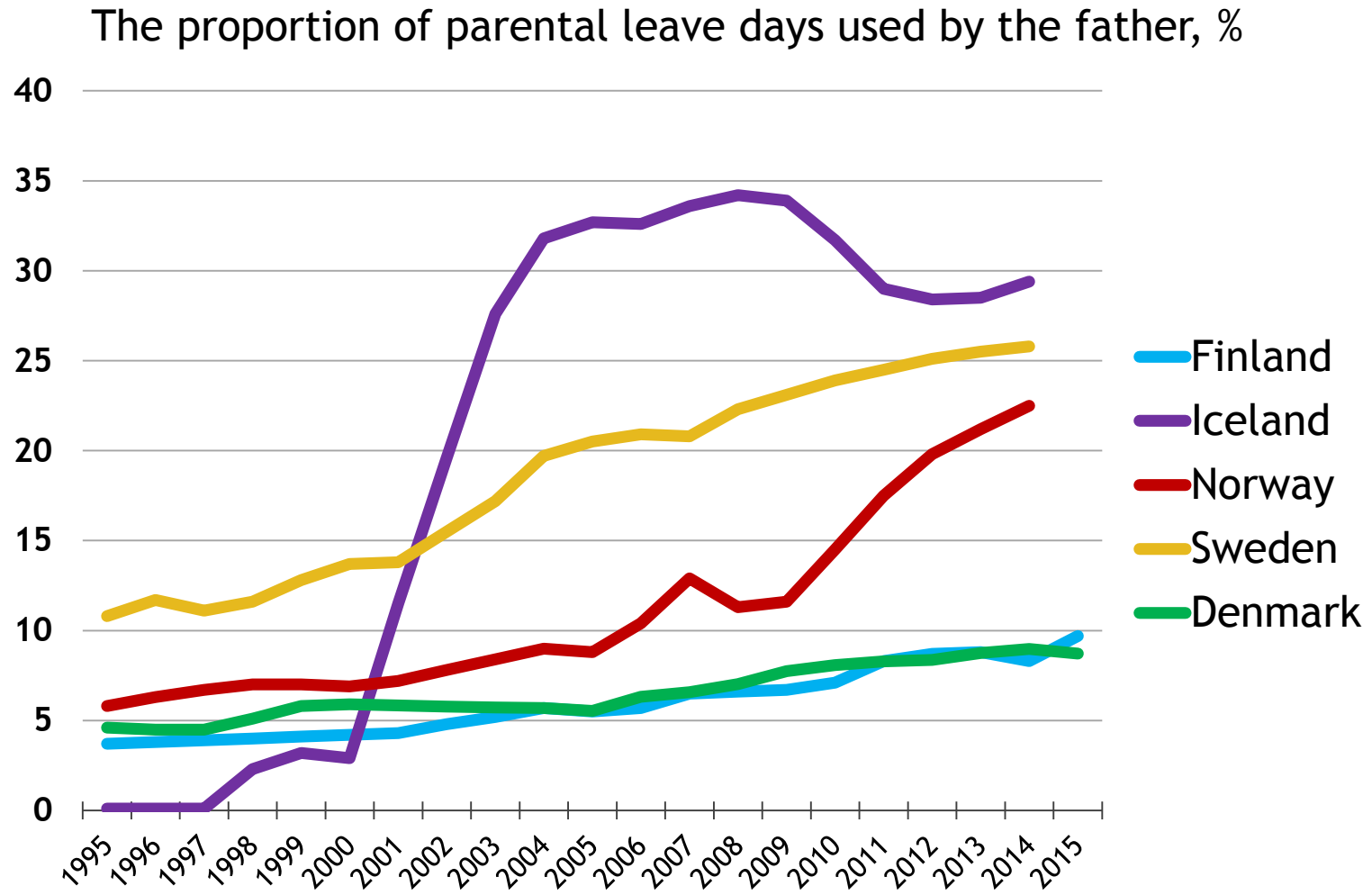
Sweden: In 1995/2002 father quota 1+1 months
In 2016 quota increased to 3 months

Iceland: In 2001-03 father quota 3 months

Denmark: In 1998-2002 father quota 0.5 months, abolished after 2002

Finland: In 2003 2+2 weeks (if father took 2 weeks of parental leave)
In 2010 2+4 weeks
In 2013 2 months (individual right)

Fathers using parental leave



Miettinen 2017; OECD Family database 2017; NOSOSCO 2013; Haataja 2009

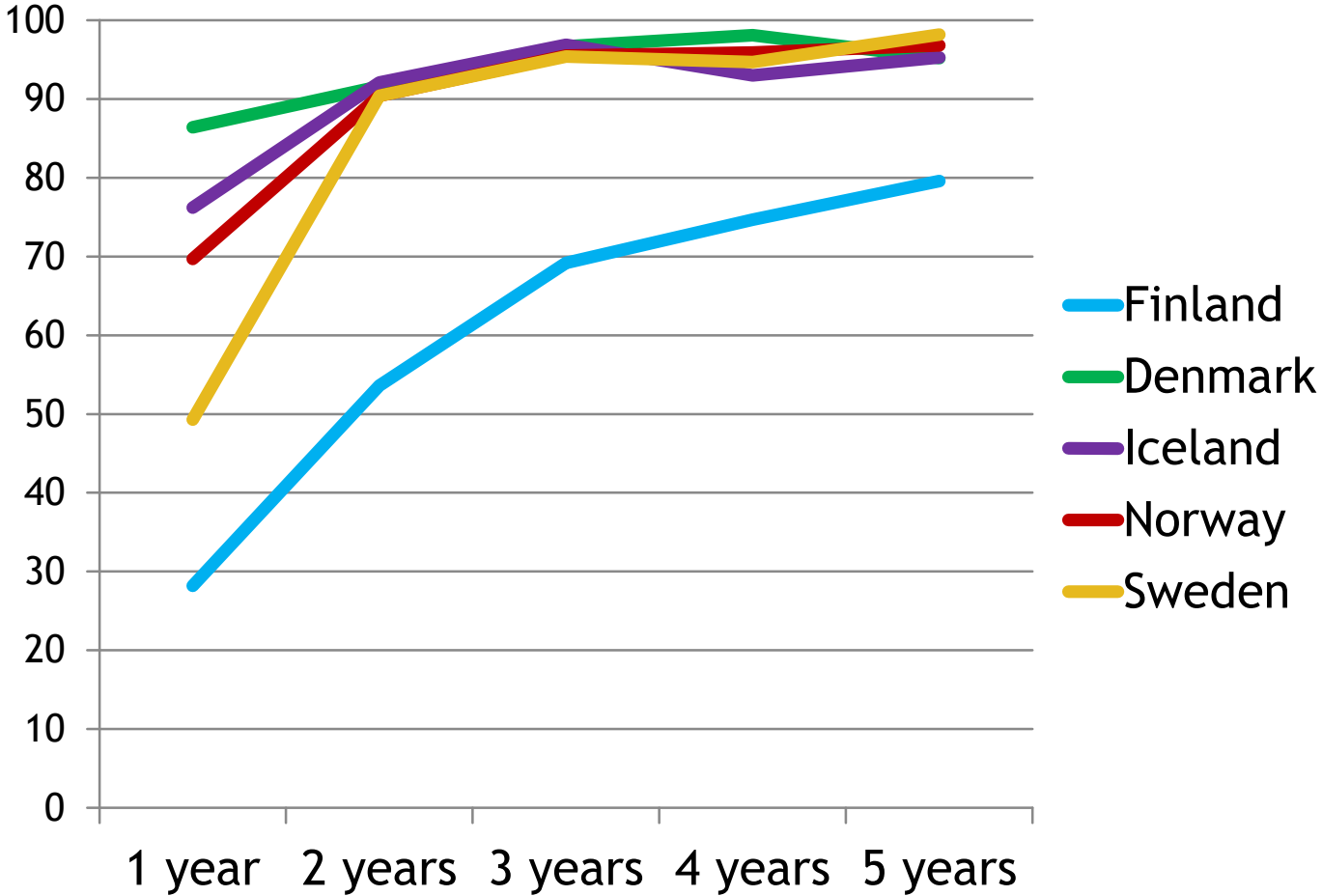
A more egalitarian sharing of parental leaves?

- **A quota for each parent/carer**
- Individual right (not tied to mother's employment, family type etc)
- Income replacement level
- Flexibility in leaves
- Socio-economic status and educational background

Home Care Leave schemes in the Nordic countries

- HCL after paid parental leave until the child is 2-3 years old.
- Flat-rate benefit paid to a parent (Norway, Sweden) or to a family (Finland) who takes care of the child at home.
- Sweden: home care leave scheme abolished in 2016.
- Norway: restrictions: for children below 2 years (previously <3 yrs). 671 euros/child/month. Can be taken part-time (part-time home care + day care)
- Finland: HCL very popular, more than 80 % of families use at least for some time, often until the child is 1.5-2 years old. 338 e/month + extra benefit if also siblings at home.

Proportion of children in ECEC in the Nordic countries by age group, %



Family leave policies and part-time work in Finland

Part-time work due to childcare reasons

Women: 24 % Finland
34 % Sweden
41 % EU-28

Men: 5 % Finland
17 % Sweden
7 % EU-28

(Eurostat 2017: reasons for part-time work among 25-49-yr old)

Support for part-time work in Finland:

Parents with 1-2-year old children: 161-240 e/month, working time max 22 h/30 h

Parents with 7-8-year old children: 97 e/month, working time max 30 h/w

Not much used among parents of 1-2yr olds: 8000 families (HCA 55000 families) in 2016

Recent developments

- Fathers' independent entitlement to leave strengthened in 2013; since 3/2017 divorced fathers are entitled to parental leave
- Same sex couples can use all parental leaves
- During 2016-2017 several propositions to reform family leaves (by labour market organizations and political parties): motivated by lower employment rates of mothers; most models favour prolonging father quota and cutting home care leave and HCA

Challenges

- Paid parental leave does not cover a child's first year (if parents wish to use part of the leave simultaneously)
- The low level of minimum parental benefit. In 2016 12 % of mothers received only minimum parental benefit (young mothers)
- Longer home care leave: a trap for unemployed, temporary employed, less-educated mothers and mothers with foreign background?
- Despite governmental support for part-time work, opportunities to reduce working time or work part-time are poorly developed at working places.
- Gendered use of leaves:
- About 20 % of fathers DO NOT USE parental leaves at all (self-employed, freelancers; unemployed, or partner unemployed; low-income families)
- Home care leave mostly taken by the mothers (7 % male recipients)

Thank you!