



# Development in leave policy in Norway

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## The Norwegian period with parental benefit

<b>For mother</b>	<b>Shared</b>	<b>For father (2006)</b>
3 + 6 weeks	29/39 weeks	6 weeks



## **Changes in leave policy in Norway (2005)**

- Extention of the father's quota
- Wage compensation on the basis of fathers' own working hours for the father's quota
- Daddy days also for fathers who adopt children



## Cash for care

- **Reduction in payment:**

The new red-green government has reduced the payment with about £40 per month from 2006.

- Money will be used to reduce parental payment for public child-care



## **Aim of the proposed changes in parental leave:**

- To simplify the rules
- To increase parental flexibility



# Proposed changes in leave policy in Norway

(Ot.prp.nr.104 2005-2006)

## ○ Change in terms:

- from *birth money* to *parental benefit (or money)*. Emphasizes that the benefit is meant for both mother and father

## ○ Father's quota:

- To be taken also during the first 6 weeks
- More restrictive rules of transfer possibility (sickness only)



## Proposed changes in Norwegian leave policy, cont.

- **Increased flexibility** (*graded* leave):
  - 'part time leave in combination with part time work'
  - mother and father can combine and share as they like
  - leave can be spread over three years
  - the fathers' quota is also to be *graded*
  - ..but not the first 3+6 weeks for mothers