Development in leave policy in Norway

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The Norwegian period with parental benefit

<table>
<thead>
<tr>
<th>For mother</th>
<th>Shared</th>
<th>For father (2006)</th>
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<tbody>
<tr>
<td>3 + 6 weeks</td>
<td>29/39 weeks</td>
<td>6 weeks</td>
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Changes in leave policy in Norway (2005)

- Extension 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