

10th LPR Network seminar
Paris, 17-18 October 2013

**Paid parental leave and ECEC in the
Nordic states 2003-2013**

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Draws upon previous projects

- The analysis in the paper is based on official statistics, policy and attitude studies and draws on work in the project *Paid parental leave, care policies and gender equality in Nordic countries* commissioned by the Nordic Council of Ministers and previous publications by Eydal and Rostgaard
- Thanks to Ann-Zophie Duvander, Berit Brandt, Johanna Lammi-Taskula and Tine Rostgaard for co-operation, advice and information

Aims

- 1. The development of paid parental leave last decade
- 2. Why different paths? Part played by political parties



Last decades increased emphasis on politics of fatherhood

- Revision of family law has taken place in order to better ensure children's rights to care of both parents and the systems of child maintenance have been revised accordingly (Hakovirta and Hiilamo, 2012; Eydal and Satka, 2006; Eydal and Kröger, 2009)
- One of the most important component and latest development in policies on fatherhood is the individual non-transferable rights to paid parental leave – the fathers quota (Eydal and Rostgaard, 2013)

Different timing of the fathers quota

- Norway 1993
- Sweden 1995
- Denmark 1998-2001
- Iceland 2000
- Finland 2003
- (2 bonus weeks if the father used 2 weeks of the joint entitlements)



Number of weeks of paid parental leave 2000/2013

Weeks	Denmark	Finland	Iceland	Norway	Sweden
Total	30/50	44/53	26/39	52/59	64/69
Mothers quota	18/18	18/18	4/13	9/14	4/8
Fathers quota	2/0	0/9	0/13	4/14	4/18
Father with mother	2/2	3/3	2/0	2/2	2/2

Expenditure on paid parental leave as % of total ex on fam + child and % of GDP

	D	F	I	N	S
2000					
% of expenditure for child. + fam.	10.2	12.6	12.0	16.0	16.2
% of GDP	0.38	0.39	0.28	0.51	0.58
2010					
% of expenditure for child. + fam.	14.0	17.6	19.2	18.2	23.9
% of GDP	0.57	0.58	0.60	0.56	0.74

Data from NOSOSKO 2001 and 2012, own calculations

% of all days, used by fathers in Nordic countries 2000-2011

	Denmark	Finland	Iceland	Norway	Sweden
2000	5.5	4.1	3.3	7.2	13.7
2001	5.7	4.3	11.5	8.3	15.0
2002	5.5	4.8	19.6	8.6	16.6
2003	5.1	5.3	27.6	8.6	18.3
2004	5.5	5.7	31.8	9.0	19.7
2006	6.0	5.7	32.6	10.4	20.9
2009	7.3	6.7	33.9	11.6	23.1
2010	7.1	7.1	31.7	14.7	23.9
2011	7.4	8.3	29.0*	17.8	24.5

* Preliminary data

NOSOSKO, various years

What fathers have rights to paid parental leave/fathers quota?

Denmark	Finland	Iceland	Norway	Sweden
Married and cohabiting	Married and cohabiting	All	Fathers with custody	Fathers with custody

Changes in character? Increased flexibility

	Denmark	Finland	Iceland	Norway	Sweden
Can both parents take leave simultaneously?	No	Yes, but max. 3 weeks	Yes	Yes, but limited period	Yes, max one month
Part time?	Limited rights	Limited rights	Yes	Limited rights	Yes
Total period	52 weeks but can be prolonged	2 years for fathers 9 months for paid parental leave	2 years (3 years 2009-2013)	3 years	8 years

Flexibility- consequences

- More flexibility- more possibilities of take up- thus Iceland and Sweden should benefit
- At the same time: Nordic scholars warn about the possible effect of too much flexibility - fathers taking short spells/part time- thus missing out on the opportunity to care full time for their child- father a reserve parent/ mother the parent that is in charge (Brandth and Kvande, 2003; Gíslason, 2008; Pétursdóttir, 2004)

Main changes during last decade

- Increase in total number of weeks for all countries
- Increase in number of weeks for fathers quota in Finland, Iceland, Norway and Sweden
- Increased take up of fathers (in particular in Iceland Norway and Sweden)
- Denmark without fathers quota
- Norway from 14 to 10 weeks

Is there a back lash in
the in the Nordic
Model?

Political parties and the
fathers quota

Political theory

- Traditional conservative parties expected to be supportive of a model that is formally gender neutral and supports parental choice, Social Democrats and parties left of the centre would support the dual earner – dual carer model and fathers quota (Ellingsæter and Leira, 2006; Leira 2006)
- Social partners important actors in particular in the case of Finland
- Women's movements
- Not discussed in this presentation

Denmark

- In 2011 a left of the centre government led by SD prime-minister Thorning-Schmidt (Social Democrats, Socialist People's Party and the Danish Social Liberal Party, with parliamentary support from the Red-Green Alliance) intended to introduce a 12 weeks quota



2013 no fathers quota in Denmark

- Committee appointed to investigate gender equality consequences, development in other Nordic countries, consequences for same sex parents, lone parents, the influence of the benefit amount on the take up and economic consequences, (proposals of changes may not mean higher expenditures)
- Without waiting for the report the government chickened out, there will be no change

Finland, bonus days and quota

- Fathers quotas have been debated- all changes have been part of social agreements (tripartite agreements) (Lammi-Taskula et al. 2008; Salmi and Lammi-Taskula, forthcoming 2014)
- Swedish speaking Finns, the Left Alliance and the Green League have spoken for 6+6+6 model since 2006

Finland

- In 2011 Katainen's coalition of 6 parties, (The National Coalition Party, Social Democratic Party, Left Alliance, The Green League, the Swedish People's Party and the Christian Democrats) made changes and from 1st of January 2013 the total number of weeks of fathers quota is 9 weeks
- The change was included in the framework agreement of the central labour market organizations already in 2011



Iceland: all political parties support fathers quota

- In 2000 a right of the centre coalition spoke for the bill on 3+3+3 system
- Austerity measures during the aftermath of the crisis- but no fundamental changes to the scheme
- In 2012 a left of the centre coalition (Social Democrats and Left Green Movement) led by SD prime minister Sigurðardóttir introduced a bill on revision of the law



A new Icelandic model: 5+5+2

- The left of the centre government presented a bill in December 2012 on the extension of the leave period to 12 months to be divided 4+4+4
- The bill was referred to a committee that suggested to change the division to 5+5+2 and that change was enacted into law with all votes
- Fully in force in 2016

Spring 2013 new government



- A coalition government of the Progressive Party and Independence Party (right-of-centre) back in power (1995-2007)
- Autumn 2013- in the report with the state budget bill for 2014: declares postponement increase of weeks but pledges commitment to the extension



Norway- incremental increase by the red-green coalition

- In Norway the red-green coalition under prime minister Stoltenberg from the Labor Party (the Labour Party, The Socialist left Party and the Centre Party) that came in to power in 2003 has gradually extended the fathers (and mothers) quota from 4 -14 weeks



Elections in Norway 9 Sept

- New right wing minority government (The Conservative Party + The Progressive Party)
- With support from Christian Democrats (KrF) and the Liberal Left (Venstre)
- intends to shorten the father's quota from 14 to 10 weeks



Manifesto of the Conservative Party

- “Strengthen the family’s freedom of choice; Leave it up to parents to share parental leave as they wish” (New ideas better solutions, the Conservative Party’s Parliamentary Elections Manifesto 2013-2017, n.d.)
- At the same time the leader of the Norwegian Employers organizations (NHO) states their worries about such ideas and that abolishing the fathers quota would be the employers loss due to fewer women in the labour force
- (<http://www.nikk.no/nyheter/skal-pappa-hjem-til-sin-baby/>)

Sweden

- The first month of fathers quota was proposed by the Liberal Party in 1995
- The second month enacted by a Social Democratic government in 2002
- In 2006, a new four party coalition right of the centre (Conservative centre party, Liberal peoples party and the Christian Democrats) came into power led by Fredrik Reinfeldt



Equality bonus

- 2008 special bonus payments in order to increase fathers take up in paid parental leave (as well as municipal system of cash for care)
- Has not been successful and now the Liberal Party has declared the it has proven to be ineffective and declared support for the third quota month for fathers

The politics do not quite follow the theory

- SD and parties left of the centre support the fathers quota with the exception of parts of SD Finland + the Danish government led by SD does not hold its promise about fathers quota
- Parties right of the centre in Iceland and Sweden support fathers quota while the Norwegian conservative parties do not

Fathers quotas on cross roads?

- If Norway does not make the cut, Iceland post-phones the increase for one year and Sweden includes the 3rd month = No backlash except in Denmark
- Thus next steps will be defining for the direction of the Nordic model

- ## Literature

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