



# Women's and men's parental leave

## Paid and unpaid leave

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# Presentation

- Paid and unpaid leave are not the same, which creates a lot of variation in use!
- Presentation will show how they differ

# Parental leave

## **Benefit**

- 390 days with 80% replacement
- 90 days with flat rate
- Can be used to child is 8 (12 since 2014)
- 90 days reserved to each parent (since 2016)

## **Leave right**

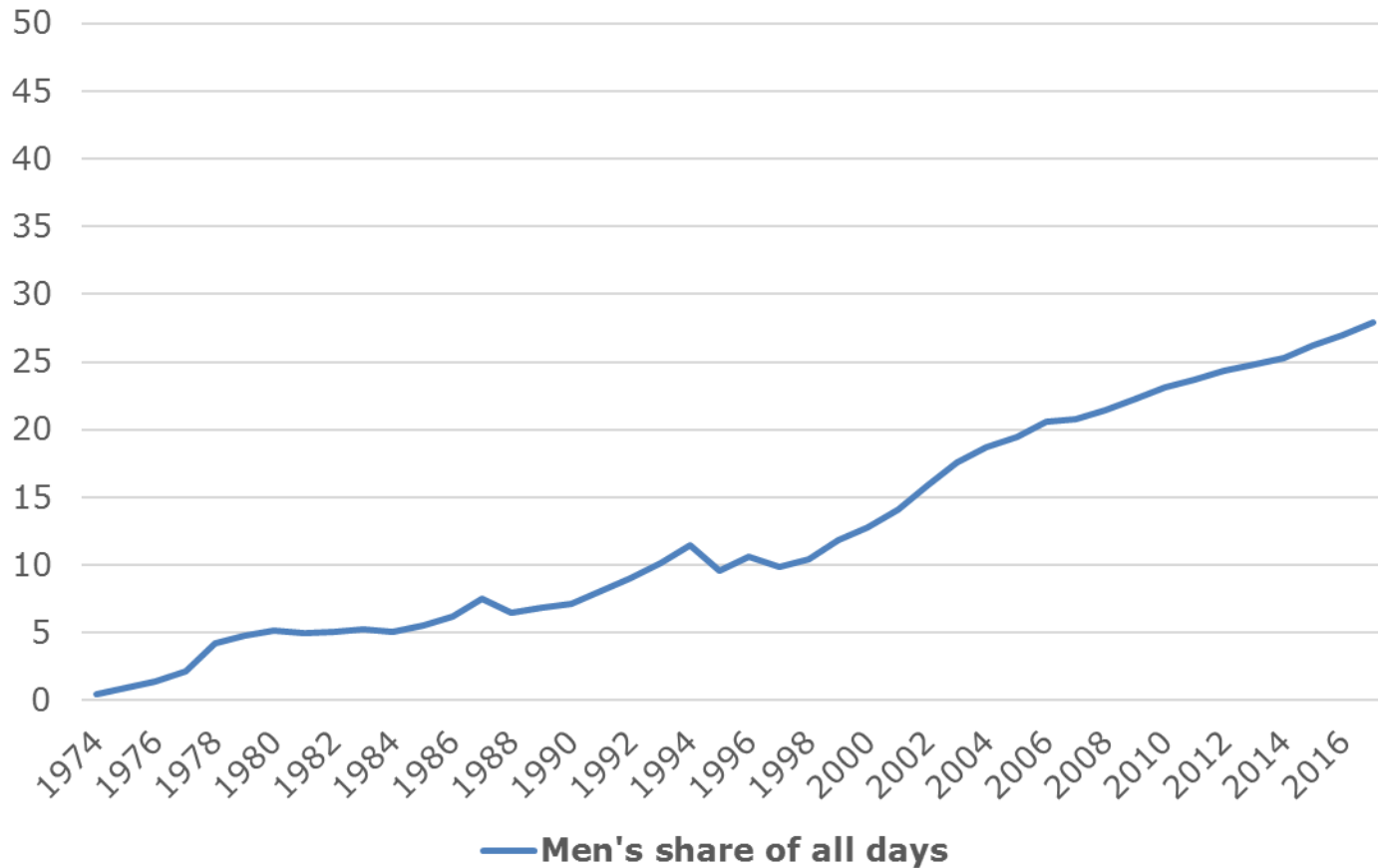
- 18 months after birth with or without benefit
- At all times when benefit is used
- 3 periods a year minimum granted

## Also affecting

- Extra payment by collective agreements, mostly up to 90% replacement
- Guarantee of daycare from age 1, limited hours for children to unemployed parents
- 30 double days: parents may use leave at same time during first year



# Parental leave benefit division per year



## How do we find out how long the parental leave is?

1. Surveys asking parents
  - Problems: low numbers, memory, different definitions
2. Estimate length in administrative data
  - Problems: lack of data on absence from work, need to define all in same way

## How do we estimate the leave length?

- Assume 1,2.... 6 days with no benefit is unpaid leave and not work
- Data: First born children 2009 and benefit days up to 2 years
- Average number of days

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	Paid benefit days	Non-paid days between benefit days					
		1	2	3	4	5	6
Mothers	<b>286</b>	<b>371</b>	<b>404</b>	<b>405</b>	<b>406</b>	<b>407</b>	<b>408</b>
Fathers	<b>88</b>	<b>125</b>	<b>135</b>	<b>135</b>	<b>136</b>	<b>137</b>	<b>137</b>

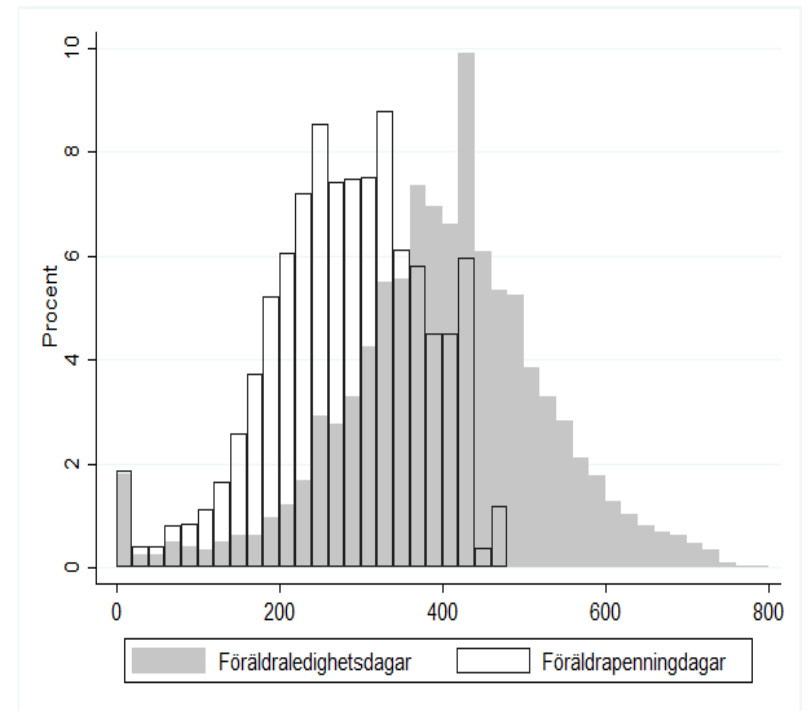
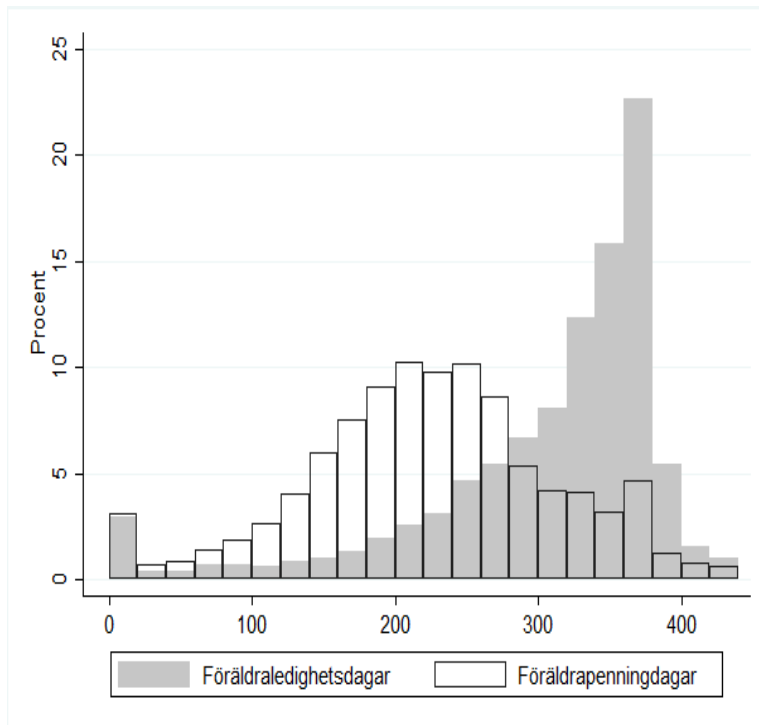


# Comparison parental leave and benefit

	Parental leave days	Parental benefit days	Share of parents using benefit during the period
<b>1 year</b>			
Mothers	<b>304 (10 mths)</b>	<b>223 (7,5 mths)</b>	<b>97%</b>
Fathers	<b>36 (1 mth)</b>	<b>23 (&lt;1 mth)</b>	<b>51%</b>
Fathers' share of days	<b>11 %</b>	<b>9 %</b>	
<b>2 years</b>			
Mothers	<b>398 (&gt;13 mths)</b>	<b>281 (&lt;9,5 mths)</b>	<b>98%</b>
Fathers	<b>103 (3,5 mths)</b>	<b>67 (&gt;2 mths)</b>	<b>77%</b>
Fathers' share of days	<b>21 %</b>	<b>19 %</b>	

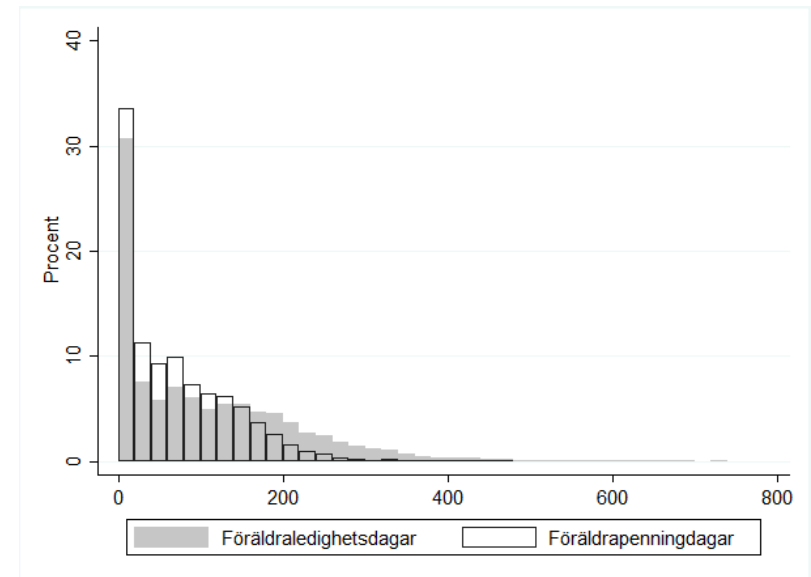
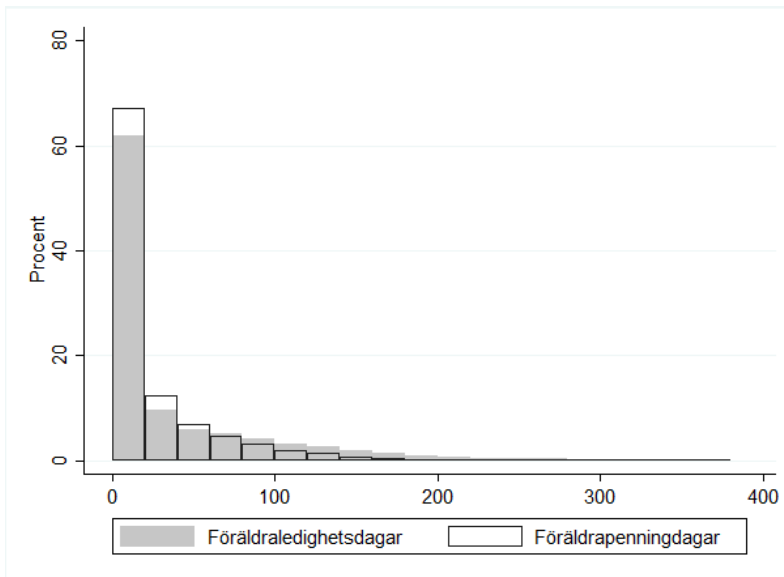
# Distribution of women's benefit days and leave days

Child's year 1, and up to year 2



# Distribution of men's benefit days and leave days

Child's year 1, and up to year 2



# What is associated with benefit and leave?



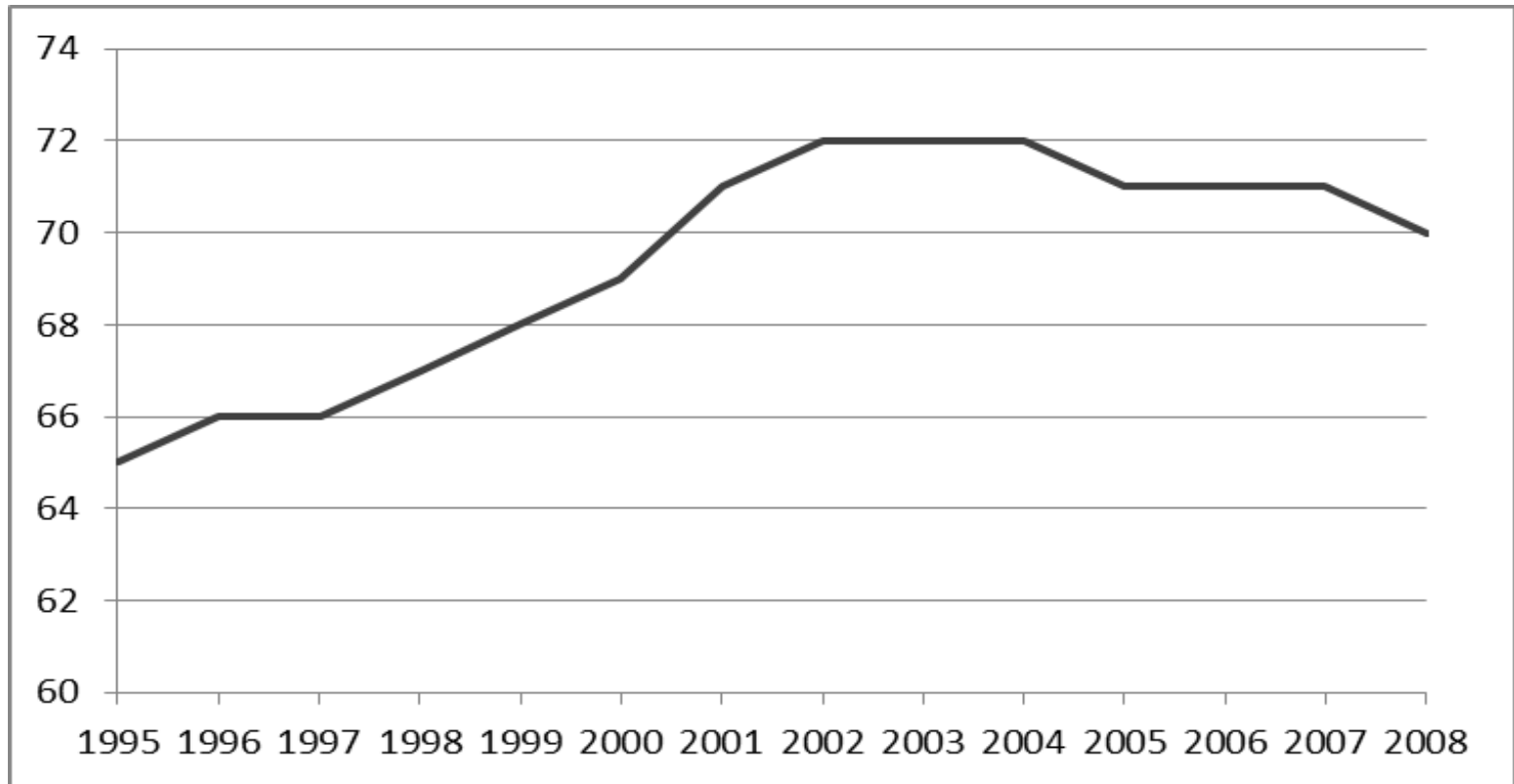
- Similar associations for benefit and leave regarding education, income, age, labor market sector.
- But different strengths of associations, i.e. differences exists
- Major difference that women in low income households use very little unpaid leave

# How long is the leave from the child's perspective?

- Another study where end of leave is defined to assume start in daycare
- Remember guarantee of daycare and almost all start
- Need to consider that children are home when parents are on holiday, i.e. end of leave (daycare start) needs to be differently defined
- End of leave=6 weeks with max 2 days of benefit per week
- Lots of sensitivity tests!
- Data: Children born 1995-2008

# Age in weeks by which 50 per cent of the children have started preschool

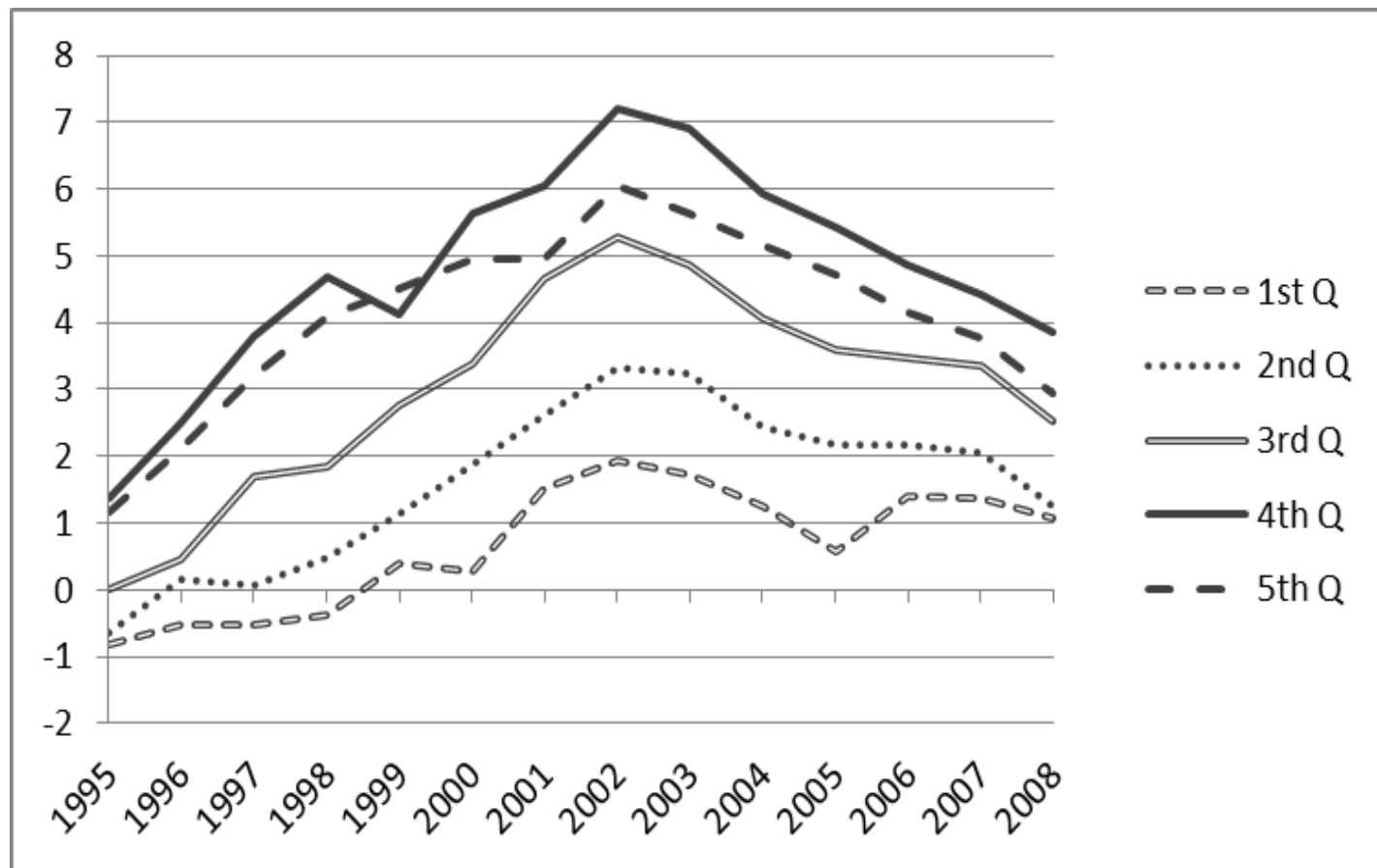
Children born 1995-2008



Source: Own calculations in Viklund and Duvander 2017

# Differences in age of entry into preschool (in weeks) between income groups

Children born 1995-2008



# Conclusion

- Many possible definitions on how long leave is
- Variation in how paid and unpaid leave are used
- To only look at benefit underestimates leave length
  - to same extent for women and men
- We will look further at predictors of benefit and leave to find out who uses flexibility to what extent
- Will have effect on equality in time and income between families with different resources and preferences