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
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.

<table>
<thead>
<tr>
<th></th>
<th>Paid benefit days</th>
<th>Non-paid days between benefit days</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Mothers</td>
<td>286</td>
<td>371</td>
</tr>
<tr>
<td>Fathers</td>
<td>88</td>
<td>125</td>
</tr>
</tbody>
</table>
### Comparison parental leave and benefit

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

Source: Own calculations in Viklund and Duvander 2017
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