

PAID LEAVE FOLLOWING CHILDBIRTH IN FINLAND

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	4,2
Paid Paternity Leave	2,2
Paid Parental Leave	6,3

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	+
Self-employed	+	+	+
Student	+	+	+
Unemployed	+	+	+
Adoptive parent	-	+	+
Grandparent	-	-	-
Migrant	+	+	+

TAKE-UP RATES

Leave type	%
Maternity Leave (% of pregnant/young mothers)	99
Paternity Leave: leave around childbirth (% of fathers)	75
Paternity Leave: leave after parental leave (% of fathers)	45
Parental Leave (% of mothers)	99
Parental Leave (% of fathers)	3

RESPONSIBILITIES

Maternity Leave, Paternity Leave, Parental Leave

Benefit is covered by the Sickness Insurance Act, leave by the Employment Contracts Act. Financed by employees (60%), employers (31%) and the state (9%).

Child Care Leave

Benefit (Home Care Allowance) is covered by the Child Home Care and Private Care Allowance Act, leave by the Employment Contracts Act. Financed by the municipalities (78%) and the state (22%).



History of leave policy and recent changes

Maternity leave was introduced in 1964, paternity leave in 1978 and parental leave in 1985. Child care leave and home care allowance were introduced as an alternative to public daycare in 1985.

In 2003, a father's leave quota was established: if the father took two last weeks of transferable parental leave, he received two "bonus weeks". Later, the quota has been made longer and more flexible. In 2013 fathers' leave at childbirth and fathers' quota were combined into one leave ("paternity leave").

In 2017, a parental leave reform was prepared but at the end it was not carried out. In 2019 parliamentary election, most political parties aim for a reform in order to promote gender equality and increase the employment rate.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, of which 1-3 weeks usually taken soon after the birth of a child, and the rest (or all) to be taken after parental leave.

PARENTAL LEAVE

Leave available equally to mothers and fathers, an individual right that can be transferred to the other parent.

CHILD CARE LEAVE (CASH-FOR-CARE)

Leave available equally to mothers and fathers until the child turns 3 years; during the leave a flat low rate benefit is paid.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

www.leavenetwork.org/leave-policies-research/

RECENT PUBLICATIONS

NÄRVI, J. & SALMI, M. (2019). QUITE AN ENCUMBRANCE? WORK-RELATED OBSTACLES TO FINNISH FATHERS' TAKE-UP OF PARENTAL LEAVE. *COMMUNITY, WORK & FAMILY* 22(1).

TERVOLA J. (2018) *SUPPORTING GENDER EQUALITY AND INTEGRATION. IMMIGRANT FAMILIES' CHILD CARE CHOICES IN THE NORDIC POLICY CONTEXT. STUDIES IN SOCIAL SECURITY AND HEALTH* 149. HELSINKI: KELA.

WECKSTRÖM, S. (2018) *VIEWS OF FINNISH MOTHERS ON CHILDCARE AND LABOUR MARKET PARTICIPATION: A CROSS-EUROPEAN COMPARISON. TURUN YLIOPISTON JULKAISUJA – ANNALES UNIVERSITATIS TURKUENSIS SARJA – SER B* 452. TURKU: UNIVERSITY OF TURKU.

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