

PAID LEAVE FOLLOWING CHILDBIRTH IN SWEDEN

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	0
Paid Paternity Leave	0,5
Paid Parental Leave	16

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)	NDA
Paternity Leave (% of fathers)	77
Parental Leave (% of mothers)	100
Parental Leave (% of fathers)	ca 88

RESPONSIBILITIES

Maternity Leave

No benefit, but mandatory for 14 days

Paternity Leave

14 days leave for the “second parent” at time of birth, in 99% used by the father

Parental Leave

Benefit is covered by Swedish Social Insurance and right to leave from work is separate legislation



History of leave policy and recent changes

Parental leave was introduced in 1974 with 6 months. Over time it has been extended in length and reserved parts to each parent has been legislated; in 1995 one month to each parent, in 2002 two months and in 2016 three months. The reserved parts are aimed for a gender equal use of leave, and 17% of parents today share leave within range 40-60% each.

Benefit level is 77,6% of earnings, or for non-working parents 250 SEK/day. 1,5 months to each parent paid at low flat rate. Financed through the national social insurance and no direct cost to employer.

The leave can be used very flexibly but recently the flexibility has been reduced in that most benefit has to be used the first four years.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, in Sweden covered by pregnancy benefit in riskful or physically hard occupations.

PATERNITY LEAVE

Leave intended to enable the father to spend time with his partner, new child and older children. Is formulated gender-neutrally in Sweden and can be transferred to other close person.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

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

MA, ET AL, 2019. FATHERS’ UPTAKE OF PARENTAL LEAVE: FORERUNNERS AND LAGGARDS IN SWEDEN 1993-2010. *JOURNAL OF SOCIAL POLICY*

DUVANDER ET AL., 2019. PARENTAL LEAVE POLICIES AND CONTINUED CHILDBEARING IN ICELAND, NORWAY, AND SWEDEN. *DEMOGRAPHIC RESEARCH*

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NDA = No data available

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