

# Practices on the Swedish labour market and parental leave legislation

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# Outline of presentation

- National parental leave policy
- Labor market legislation-protection during leave
- Collective agreements
- Outcomes on parental leave use
- Issues with the Swedish approach

# Parental Benefit

Introduced 1974



Goals:

- Combine family and working life
- Shared responsibility of child raising
- Gender equality
- Children's right to both parents

# Parental Benefit

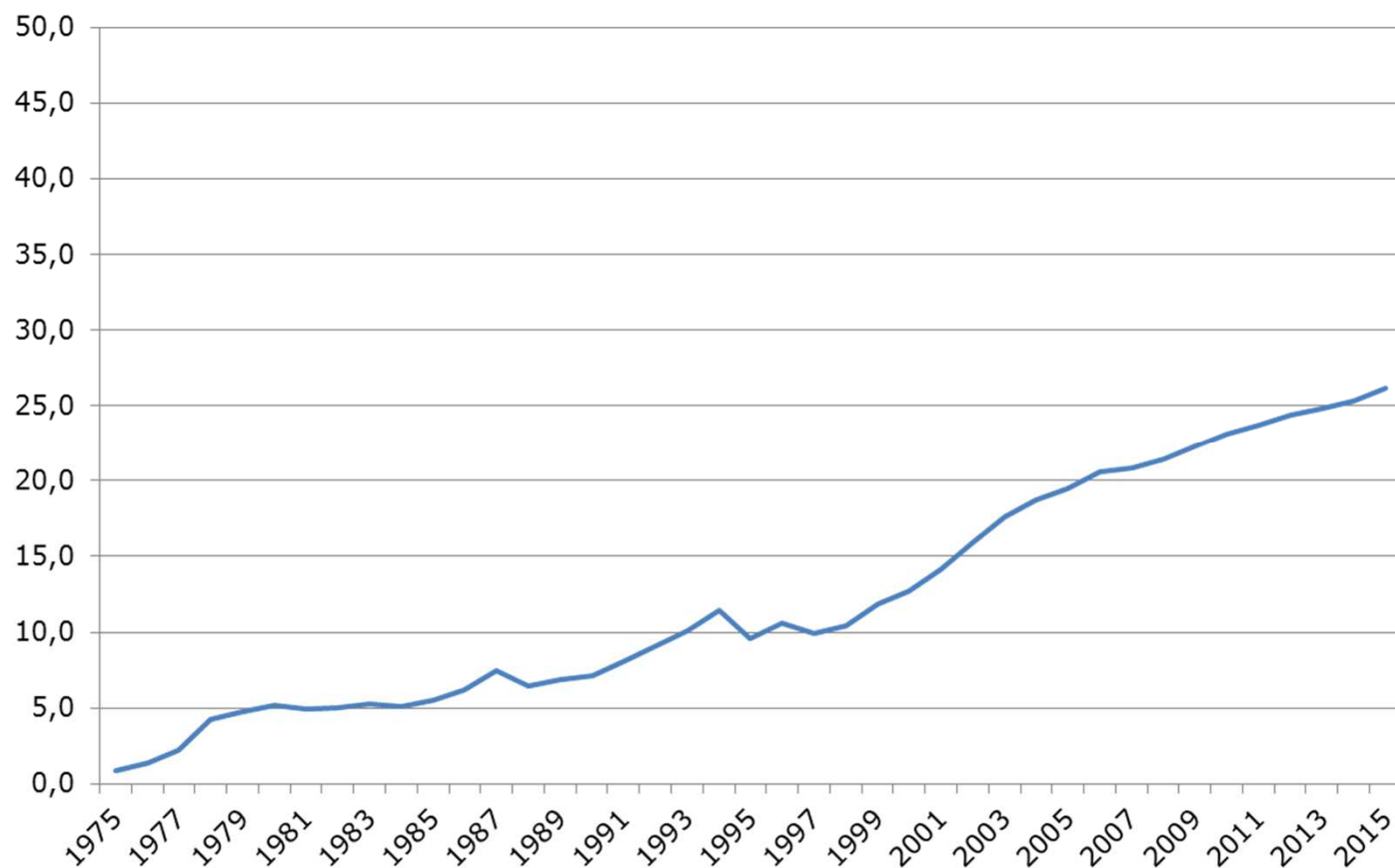
- 240 days for each parent – 480 per child
- 90 days non-transferable
- 390 days income related, 77,6%
- 90 days flat rate
- Time frame: 12 years
- Flexibility – full / part time



## Special measures to increase fathers' leave use

- Reserved months (1995, 2002, 2016)
- Gender equality bonus (2008)
- Increased ceiling (2006)
- Extend leave length (?)
- Individualised leave (1995)

# Fathers' share of the parental leave benefit 1974-2015



## Parental leave days used first 24 months

	1st reserved month		2nd reserved month		Gender equality bonus	
	Before	After	Before	After	Before	After
Men	<b>25.3</b>	<b>35.0</b>	<b>40.7</b>	<b>47.1</b>	<b>52.2</b>	<b>51.5</b>
Women	<b>319.6</b>	<b>293.6</b>	<b>271.1</b>	<b>278.0</b>	<b>256.6</b>	<b>256.3</b>

## Swedish approach to men's parental leave use and the labour market

- Rights through legislation and agreements, rarely individual

Right to:

- Protected leave
- Reduced work hours
- Temporary parental leave when sick child
- Collective agreements



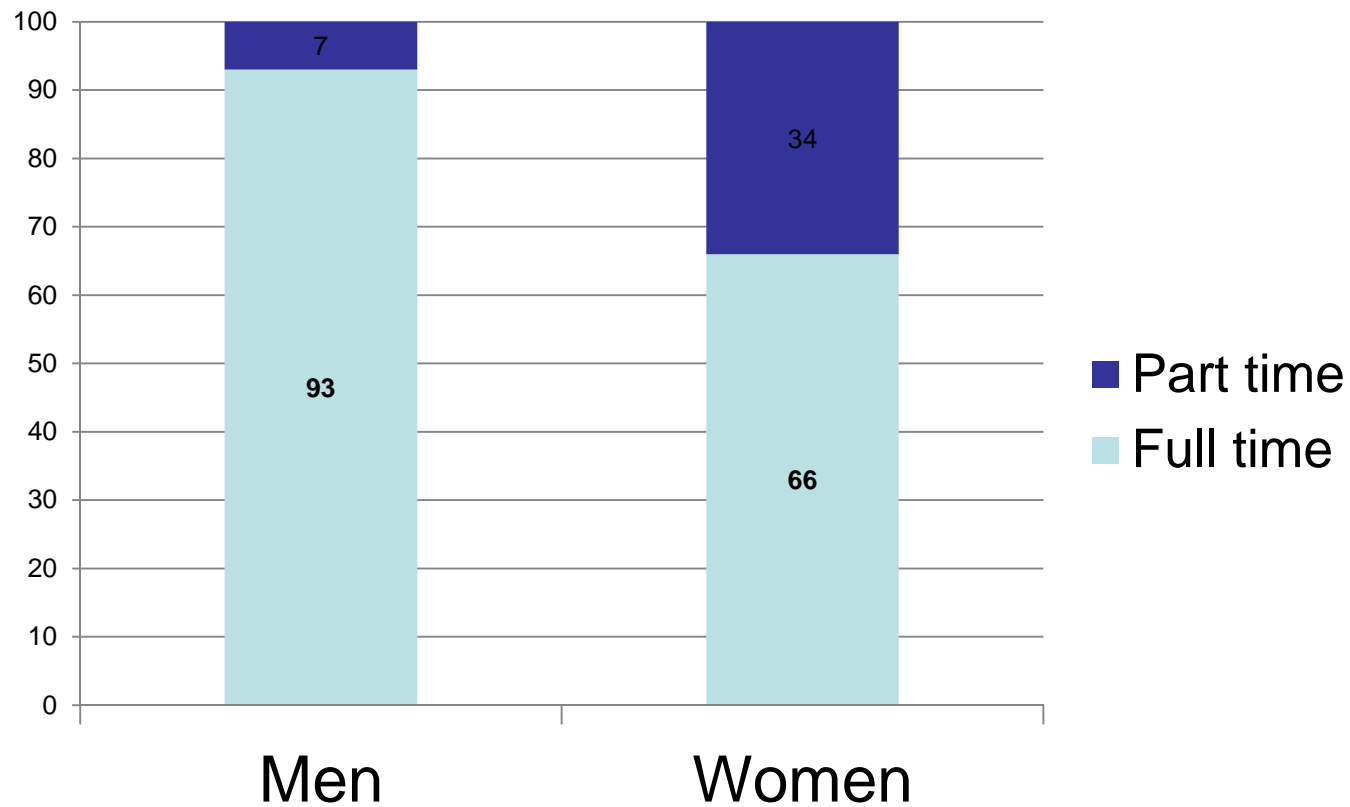
## Protected parental leave

- Right to leave, with or without pay 18 months and always when paid
- Right to come back to same/similar position
- Right to be part of wage negotiations and not 'fall behind'
- Right to keep employment

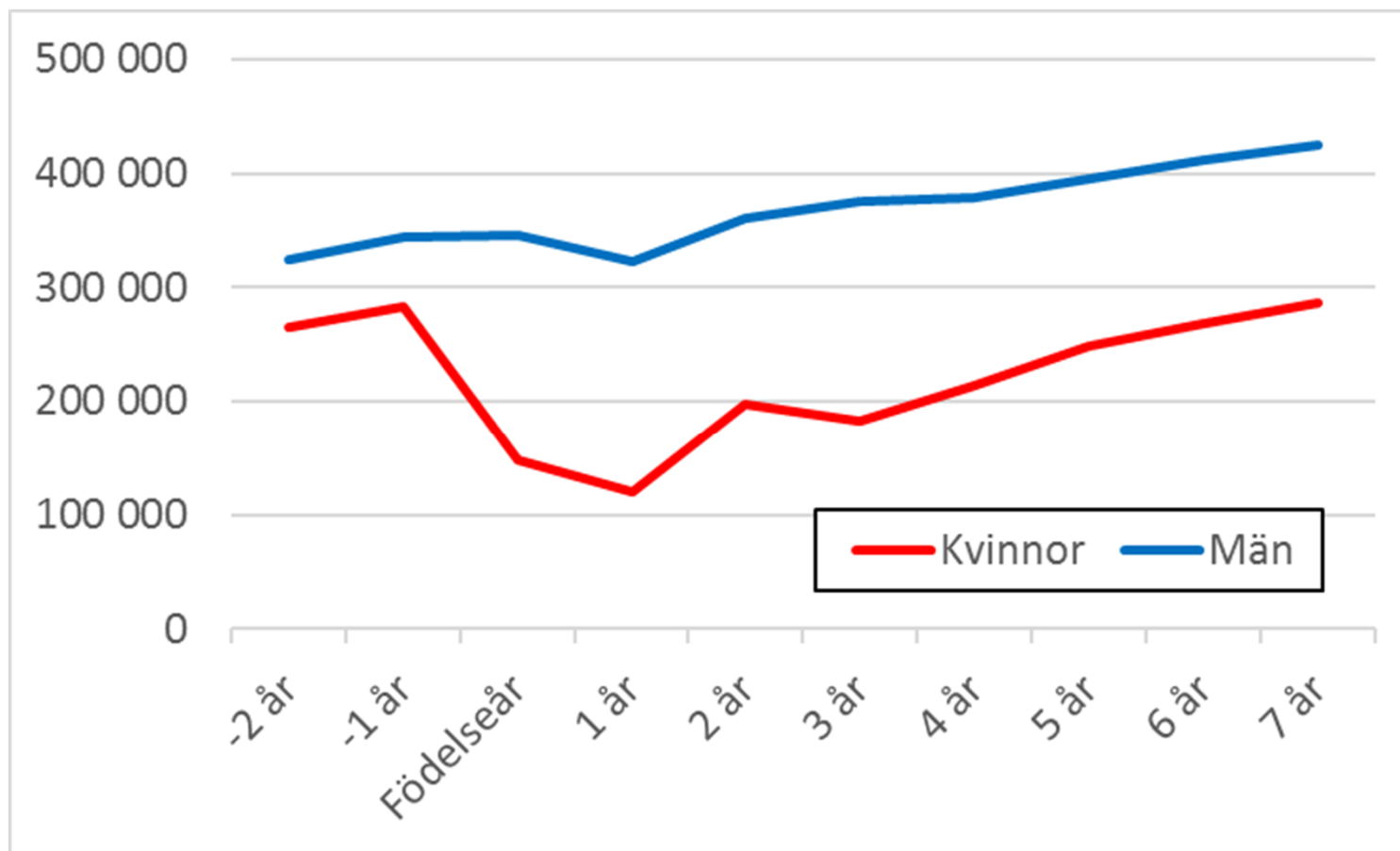
## Reduced work hours

- Right to reduce work hours to 75 percent of normal hours with equivalent decrease in wage
- To child is 8 years old
- Used mainly by women

# Employed parents working hours



# Income for men and women 2 years before to 7 years after first child



## Temporary Parental Benefit

- Sick children 0-12 years
- 120 days
- Income related compensation
- 10 days – newborn
- Usually 2-3 years old child - average 6 days/year
- 36 % days used by men

## Collective agreements

- Cover almost all employed parents
- By sector and by industry in private sector
- More generous and higher coverage over time
- By negotiations and has been more generous in typical female industries than male historically

## State sector

- To all employed
- 10 % extra and 90% coverage over ceiling
- For 360 days
- Also coverage over ceiling for temporary parental benefit

## Municipality and county

- To employed minimum one year
- For 150 days
- 10 % of whole wage, and 77,6% over ceiling



## Private sector

- Blue-collar worked often only compensated under ceiling and white-collar also above ceiling
- Longer compensation periods for white collar
- Change over time
  - less often requirement return to same job
  - more often not just pregnancy benefits

## Examples, private sector

### **Mining industry**

- To employed for one year
- Compensation during 2-5 months depending on years in employment
- Compensated 10% and 90% over ceiling

### **Sales personnel**

- Employed one year
- Use during child's first 18 months
- Compensation during 1-2 months depending on years in employment
- Compensation 10% of wage

## Examples, private sector

### **Building industry**

- To employed for one year
- Requirement to return to job 3 months
- Compensation during 1-2 months depending on years in employment
- Compensated 10%

### **IT industry**

- Employed one year
- Use during child's first 24 months
- Compensation during 2-4 months depending on years in employment
- Compensation 10% and 90% up to a higher ceiling

## Outcomes of Swedish approach

- Most men use parental leave
- Large acceptance of leave use

## Issues with the Swedish approach

- Unemployed, temporary employed, students get lower compensation and use leave less
- No overview, hard to know rights
- No one has overview, but see:

*National Social Insurance – not the whole picture,*  
G. Sjögren Lindquist och E. Wadensjö, Report for  
ESS, Expert Group on Economic Studies, 2006:5,  
Stockholm (2006)

...and unpublished manuscript (Sjögren Lindquist)