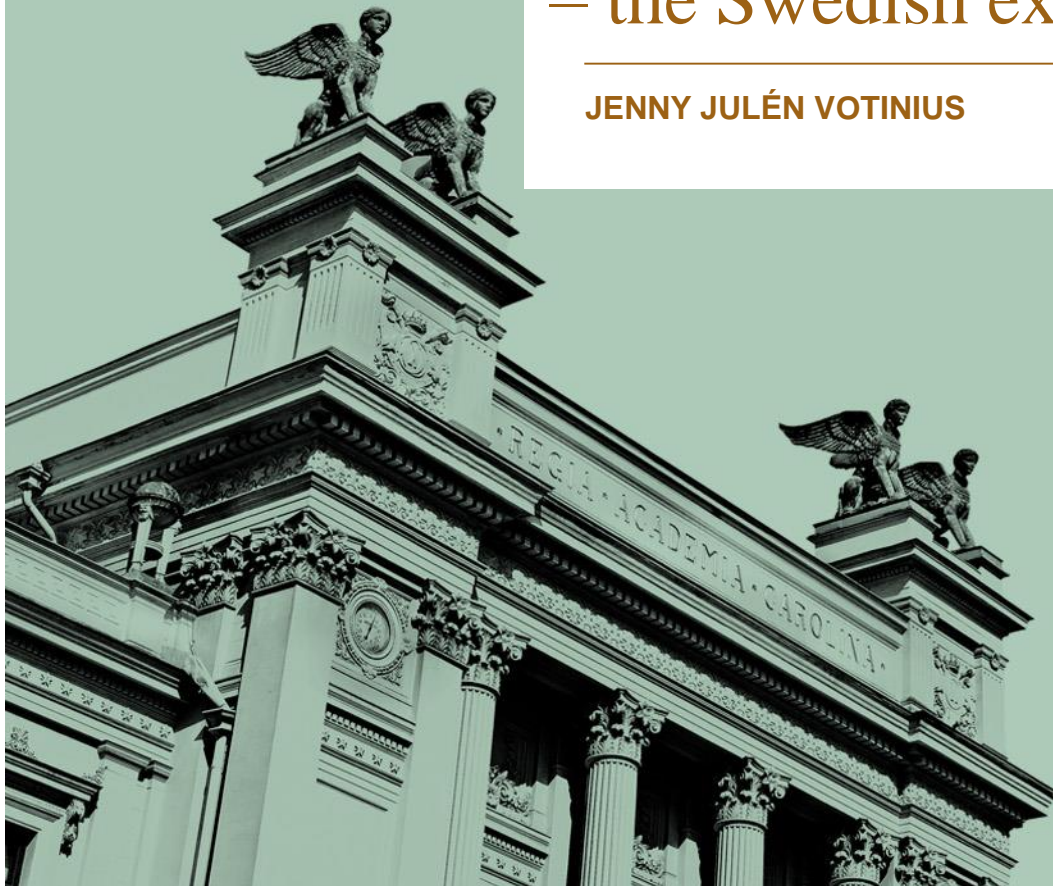




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Sharing the caring – the Swedish experience

JENNY JULÉN VOTINIUS



Theme and approach

Increasing men's share of parental leave

Proposed measures:

- paid leave
- non-transferable periods of leave
- paternity leave

Experiences from Sweden



Outline

- The Swedish parental leave system
- Couples' division of parental leave
- Influencing factors for men's take-up
- The importance of supporting structures
- Gendered expectations impact on the division of parental leave
- A family-friendly working life?
- Concluding remarks





The Swedish parental leave system

In connection with birth

Non-pregnant parent

10 days, sick leave level

Unpaid leave

until 18 months of age



Paid leave, 480 days in total

390 days, above sick leave level

90 days non-transferable

~

90 days minimum level, approx. 18€ day

~

Large part before 4 yrs

92 days may be saved until 12 yrs

Care of a sick child

120 days per year for each child under 12 years of age,
sick leave level, can be transferred to other than a parent





Non-transferable parental leave

Number of paid days taken out during the first two years

1995: 30 individual days

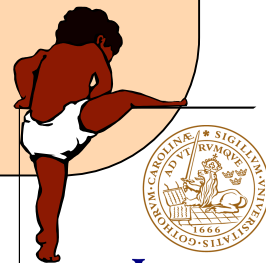
	<u>Before</u>	<u>After</u>
Men	26	36
Women	320	295

2002: 60 individual days

	<u>Before</u>	<u>After</u>
Men	42	48
Women	270	280

2016: 90 individual days

To be evaluated



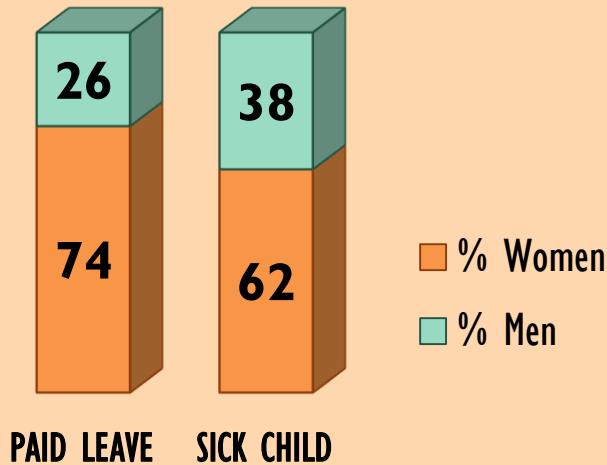
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Source Ett jämställt uttag? Reformer inom föräldraförsäkringen, ISF, 2012:4.



The division of parental leave

2015



Source: Swedish Social Insurance Agency 2016

2005-2013

Couples who share equally

2005 8 percent

2013 14 percent

Men who take > 5 days

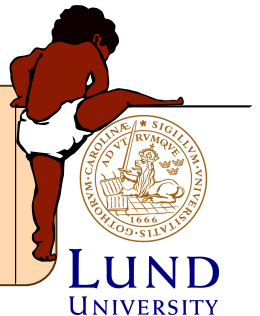
2005 28 percent

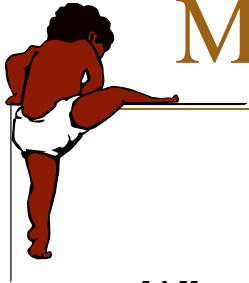
2013 24 percent

Source: Swedish Social Insurance Agency 2016

89 % women 85 % men satisfied with the division

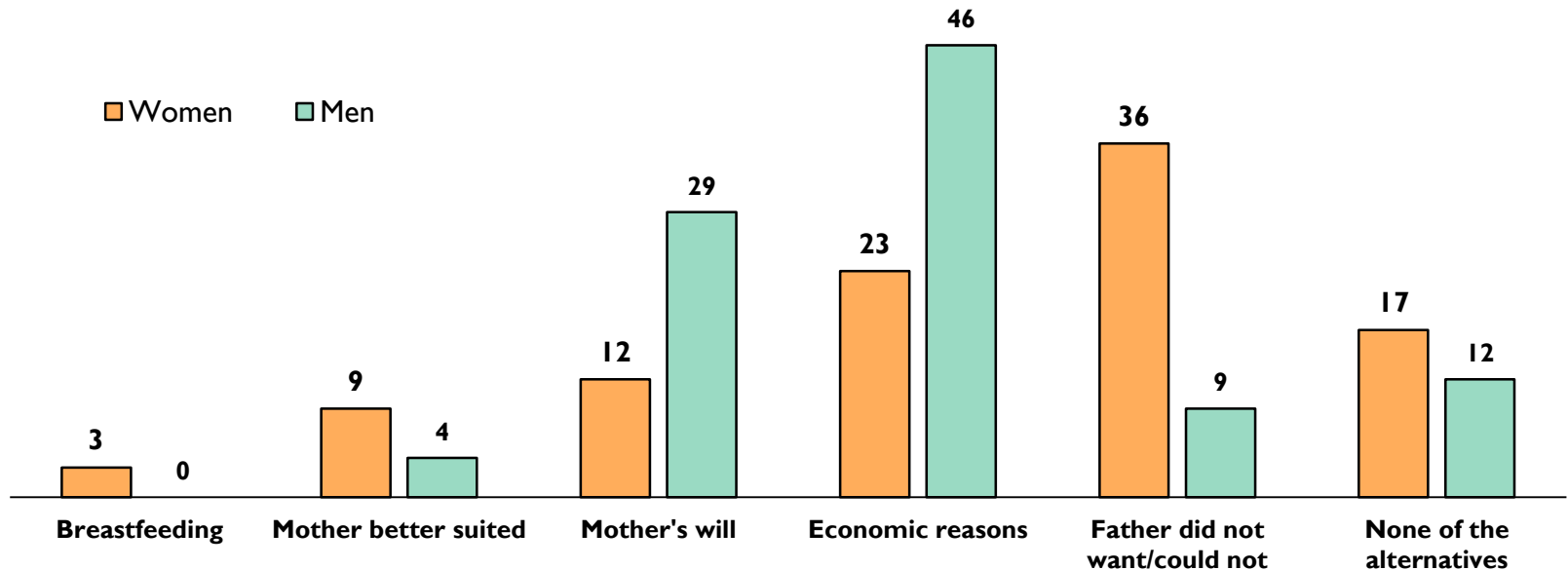
Source: Swedish Social Insurance Agency 2013





Men and women explain the division

What was the main reason that the mother took all parental leave?



Source: Swedish Social Insurance Agency 2016

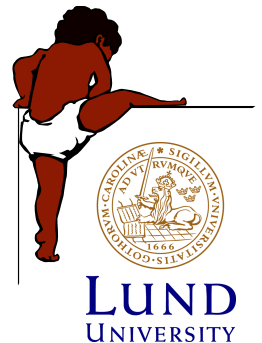


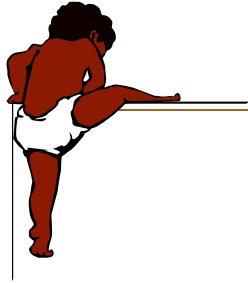
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Influential factors for mens' take-up



- Educational level
- Income level
- Country of origin
- Labour market sector



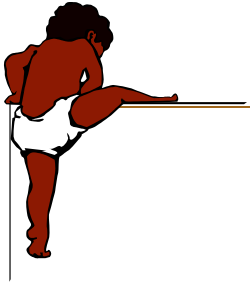


Supporting structures



- Gender equality policy
- Child care
- Collective agreements





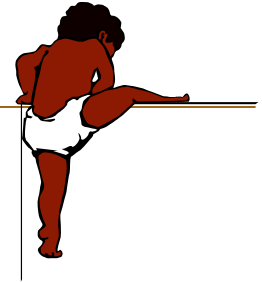
Gendered expectations

In the family and in everyday life

At the workplace



A family friendly working life?



- Non-discrimination – increasing number of men
- Organisational structure of the workplace
- Labour law outside the area of parental rights



Concluding remarks

- Crucial to strengthen parental rights
- Lessons from the Swedish experience
- Challenges and pitfalls





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