



Family leave reform

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Objectives of the family leave reform

1. The reform promotes the best interests of the child and the wellbeing of families. Family leave and care responsibilities will be divided equally between both parents in families. Fathers will be on family leave more than they do at present.
2. All family forms will be taken into account equally.
3. Non-discrimination and equality in working life will gain strength and pay and pension differences between genders will diminish in the long term.
4. Flexible arrangements will facilitate families' everyday lives.
5. Legislation will be amended to implement the EU's directive on work-life balance.



**Family leave reform:
Draft scheme of daily allowances**





Increasing investments in the wellbeing of children and families

- The amount of daily allowance days increases from the present level
 - After the reform, parental allowance days will continue at least until the child is over 13 months old (currently approximately 11.5 months).
 - The livelihood of families with children will improve as the parental allowance period extends.
 - The costs of the system will increase.
- Other changes are also needed in order to achieve the objectives; a change in the benefit system alone is not enough
 - flexibility and attitudes in working life
 - development of the service system





Non-discrimination and equality will increase



- The same amount of parental allowance days will be available to both parents of the child. A parent may transfer a certain amount of his or her own parental allowance days to the other parent or spouse.
- The amount of parental allowance days will be the same regardless of whether the parents are biological or adoptive and regardless of the gender of the parent.
 - A single parent will have the right to use the parental allowance quotas of both parents.
 - Multiple-birth families will be taken into account in the amount of parental allowance days.
- A pregnant parent will have a separate daily allowance period of approximately one month before the start of the parental allowance period.
- Tying benefits to gender will be abolished.



Flexibility and freedom of choice will increase

- Both parents may use parental allowance flexibly until the child reaches the age of two.
- Parental allowance may be used in short periods or on individual days if they so wish.



Preparation of the reform



- The Ministry of Social Affairs and Health is preparing amendments to the legislation on benefits, i.e. the parental allowance provisions of the Health Insurance Act and other benefit laws. A tripartite working group started the work in autumn 2019.
- The Ministry of Economic Affairs and Employment is preparing amendments to the provisions on family leaves laid down in the Employment Contracts Act. The ministry set up a working group in December 2019.
- The Ministry of Education and Culture is responsible for matters related to early childhood education and care.
- As part of the preparation, an impact assessment of changes will be carried out
- The reform will enter into force in 2021 at the earliest.



Thank you!

stm.fi/en/reform-aims-to-encourage-both-parents-to-take-family-leave

