

# Family leave reform

Press conference on family leave reform, 17 September 2021

Minister Hanna Sarkkinen

Minister Tuula Haatainen

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# Family leave reform

- Significant investment in families with children
- More flexibility and freedom of choice for families
- Diverse families taken into account better than before



# Family leave reform and gender equality

- Improves gender equality in families by increasing men's participation in the care of small children
- Improves gender equality in working life by enabling a more balanced use of family leaves and women's return to working life earlier than before



# Implementation of family leave reform

- Implementation will determine how well the objectives of the reform will be achieved. To achieve changes in attitudes, investments are needed not only in implementing the reform successfully but also in training, communications and campaigning.



# Family leave reform developed based on feedback

- More flexibility for parents to transfer daily allowance days from their own quota to the other parent
- One partial parental allowance day takes up half a day of the quota
- Death of a child
- Impact assessment in particular was improved on the basis of the feedback from the Finnish Council of Regulatory Impact Analysis



# New allowances for parents during family leaves 1/2

Current state:



- Pregnant women receive **maternity allowance** for 105 daily allowance days (approximately 4.2 months), fathers receive **paternity allowance** for 54 daily allowance days (approximately 9 weeks), and **parental allowance** is paid for 158 daily allowance days (approximately 6.3 months) to either one of the parents or to be shared between the parents.



Reform:



- Pregnant women will receive **pregnancy allowance** for 40 daily allowance days (approximately 1.6 months)
- **Parental allowance** will be paid for 320 (160+160) daily allowance days (approximately 12.8 months) per child.



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2

4

6

8

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12

14

16

Daily allowance days, months

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# Animation

- <https://youtu.be/MtKbx3zGWPk>

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# Changes to early childhood education and care

- The right to early childhood education and care would start in the month when the child turns nine months
- A child's right to the same early childhood education and care place would be maintained if the parental leave did not exceed 13 weeks. No client fees for early childhood education and care would be charged for this period.





# Amendments to the Employment Contracts Act

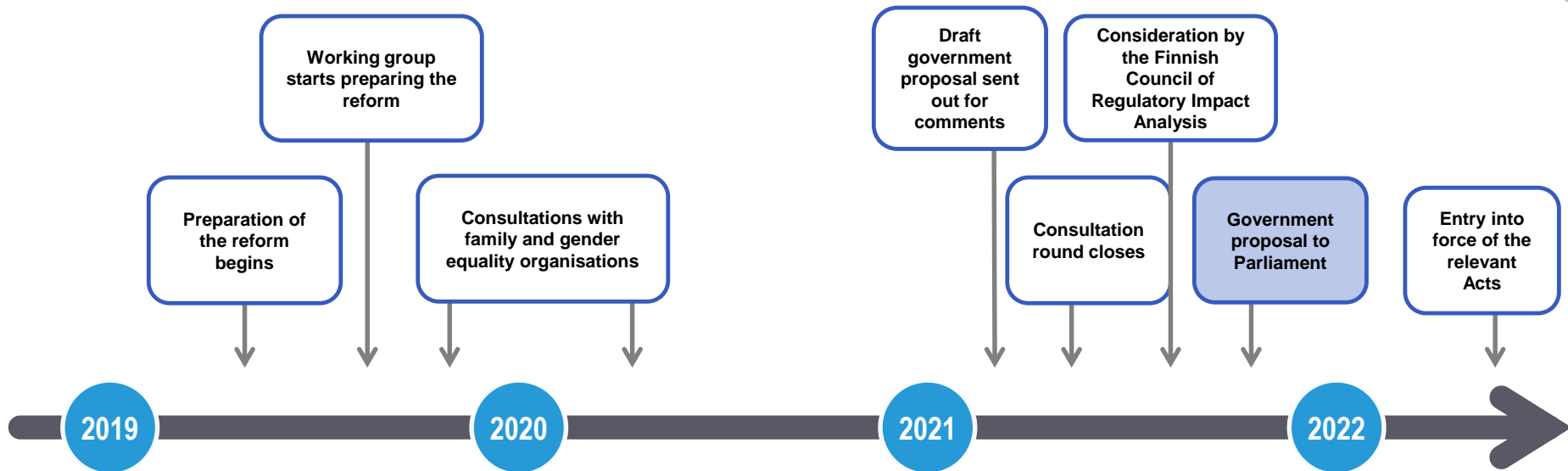
- Changes resulting from the reform: new names for family leaves
- The duration and time of leaves will be determined based on the benefits granted under the Health Insurance Act.
- Changes resulting from the Work-life Balance Directive:
  - new carers' leave
  - employers' obligation to provide a written account of why they refuse partial parental leave



# Flexibility in employment relationships

- Parental leave will be divided into a maximum of four periods (currently two).
- The proposed amendments to the Health Insurance Act would increase opportunities to combine working part-time with taking care of a small child.

# Reform process





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