

Appendix 1: Summary of Family Policies for the period 1990-2007

	Sweden			Norway			UK		
	~1990	~2000	~2007	~1990	~2000	~2007	~1990	~2000	~2007
Parental leave									
Unpaid parental leave per parent (weeks)	72 ⁽¹⁾	72	72	52 ⁽¹⁾	52	52	0	13 ⁽²⁾	13
Paid parental leave per family (weeks)	52+12 ⁽³⁾	52+12	72+12 ⁽⁴⁾	24/30 ⁽⁵⁾	42/52	44/54	0	0	0
Whether leave is family or individual entitlement	Family	Mixed ⁽⁶⁾	Mixed	Mixed	Mixed	Mixed	NA	Individual ⁽²⁾	Individual
Father's quota (weeks)	0	4 ⁽⁷⁾	8	0	4 ⁽⁸⁾	6	0	13	13
Mother's quota (weeks)	0	4	8	9 ⁽⁹⁾	9	9	0	13	13
Compensation for father's quota (%)	0	80	80	0	100	100	0	0	0
Compensation for mother's quota (%)	0	80	80	100	100	100	0	0	0
Compensation for parental leave (%)	90 ⁽³⁾	80 ⁽¹⁰⁾	80	100/80	100/80	100/80	0	0	0
The maximum age of a child up to when father's quota can be taken	NA	8	8	NA	1	1	NA	5 ⁽¹¹⁾	5 ⁽¹¹⁾
Whether leave can be taken on a part time basis	Yes	Yes	Yes	No	Yes ⁽¹²⁾	Yes	No	No	No
Paternity leave									
Unpaid (weeks)	0	0	0	2	2	2	0	0	0
Paid (weeks)	2	2	2	0	0	0	0	0	2 ⁽¹³⁾
Compensation	80	80	80	0	0	0	0	0	
Maternity leave									
Unpaid (weeks)	0	0	0	0	0	0	22	22	13
Paid (weeks)	0	0	0 ⁽¹⁴⁾	0	0	0	6+12 ⁽¹⁵⁾	6+12	6+33 ⁽¹³⁾
Compensation (%)	0	0	0	0	0	0	90	90	90
Provision of child care services									
% of children (aged 0-2) enrolled in public cc ⁽¹⁶⁾	32	48 ⁽¹⁷⁾	m	12	37 ⁽¹⁷⁾	m	2	2 ⁽¹⁷⁾	m
% of children (aged 3-5) enrolled in public cc ⁽¹⁶⁾	68	87	m	53	85	m	65	79	m
Guaranteed slot for children aged <2 in public cc	No	Yes	Yes	No	No	No	No	No	No
Compulsory starting age to school	7	7	7	7	6 ⁽¹⁸⁾	6	5	5	5
Net enrolment in private and public ECEC, age 3 (in %)	45.2	82.5	m	44.0	79.4	m	37.0	50.2	m
Net enrolment in private and public ECEC, age 4 (in %)	50.8	87.7	m	56.5	86.9	m	90.1	92.0	m
Net enrolment in private and public ECEC, age 5 (in %)	60.6	89.7	m	65.1	89.0	m	98.9 ⁽¹⁹⁾	98.2	m

NA: Not Applicable

m: Missing

Sources

Brandth and Kvande 2007; Chronholm, Haas and Hwang 2007; O'Brien and Moss 2007; OECD 2007; Ellingsæter and Leira 2006; Moss and O'Brien 2006; OECD 2006; Statistics Sweden 2006; Gauthier 2003; Gornick and Meyers 2003; Deven and Moss 2002; Germeten 2000; Haas and Hwang 1999; The Maternity and Parental Leave Regulations 1999; Moss and Deven 1999; Gornick, Meyers and Ross 1997; EC 1996; Leira 1995; OECD 1995; EC 1994; Haas 1992; Leira 1992; OECD 1992; OECD 1990.

Notes

- (1) In addition to paid parental leave each parent is entitled to unpaid parental leave of 18 months in Sweden and one year in Norway (European Commission 1994).
- (2) In 1999 parental leave was introduced as an individual right. Since then each parent has a right to 13 weeks of unpaid parental leave for each child up to the child's fifth birthday (The Maternity and Parental Leave Regulations No. 3312, 10 December 1999, 14:1).
- (3) The total period of paid parental leave is 450 days (30 days= 1 month) per family. However 360 days (~52 weeks) are paid at 90% while the rest is (~12 weeks) at flat rate (Statistics Sweden 2006). Although in Sweden the length of leave is denominated in days to emphasize flexibility we used "weeks" as a common unit of duration for comparability.
- (4) In 2002 parental leave was extended to 480 days (~72 weeks) of which 390 days paid at 80% and 90 days (~12 weeks) at a flat rate (Statistics Sweden 2006).
- (5) Parents can take either short period of parental leave (24 weeks in 1990, 42 weeks in 2000 and 44 weeks in 2007) with full compensation or longer period (30 weeks in 1990, 52 weeks in 2000 and 54 weeks in 2007) with 80% compensation. The numbers include mother's/father's quota (Leira 1992; Brandth and Kvande 2007).
- (6) Before the introduction of father's quota in 1995 parental leave was a family entitlement (European Commission 1996).
- (7) Four weeks of mother's/ father's quota was introduced in 1995 with 90% replacement rate and was extended to two months in 2002 (Statistics Sweden 2006).
- (8) Four weeks of father's quota was introduced in 1993. The period was extended to five weeks in 2005 and to six weeks in 2006 (Leira 1992).
- (9) Three weeks must be taken before birth. In some sources (e.g. OECD 2006) nine weeks of leave period for the mother is referred as maternity leave. However the period is actually embedded in parental leave instead of being a separate maternity leave scheme. Therefore we prefer to refer it as a mother's quota.
- (10) During 1990s due to governmental deficit parental leave allowance was decreased from 90% to 75% gradually. In 1998 it was raised to 80% again (Haas and Hwang 1999).
- (11) There is no father's quota in the UK. The figure refers to the maximum age parental leave can be taken.
- (12) Since 1994 time account scheme allows parent to combine part time parental leave for up to two years without loss of income (Leira 1995).
- (13) In 2003 series of policy changes were implemented in the UK: 2 weeks of paid paternity leave is introduced, maternity leave was extended to 52 weeks and the period of paid maternity leave extended from 18 weeks to 26 weeks. In 2006 paid maternity leave was extended to 39 weeks, of which 6 weeks are paid at 90% and the remaining 33 weeks at a flat-rate. (Moss and O'Brien, 2006; Moss and O'Brien 2007).
- (14) In Sweden there is no universal statutory entitlement to paid maternity leave. However for the women working in environments involving risk to the fetus there are 50 days of paid leave at 80% (Chronholm, Haas and Hwang 2007).
- (15) Total period of paid maternity leave is 18 weeks in 1990/2000 and 39 weeks in 2007. However, only six weeks are paid at 90% while the remaining 12/33 weeks are paid at a flat rate (OECD 1990; Moss and O'Brien 2006).
- (16) 1990 values are figures of mid 1980s (Gornick, Meyers and Ross 1997).
- (17) The figure refers to the enrolment rates of children aged 1-2 (Gornick and Meyers 2003).
- (18) The new compulsory school reform came into force on the 1st of July 1997, decreasing compulsory starting age to seven to six (Germeten 2000).
- (19) The figure includes both pre-primary and primary school enrolment rates. In the UK transition from early childhood to primary education is very common at the age of four. According to 1992 figures for instance, 12.6% of children aged four are enrolled in pre-primary institution while 77.5% are in primary school (OECD 1995). The reason for the high figure is therefore children starting compulsory education.