

Expanding Choices

Gender-Responsive Family Policies for the Private Sector in Western Balkans and Moldova



Baseline Tools

Public Policies Best Practices: Examples from Sweden, Estonia, and Slovenia



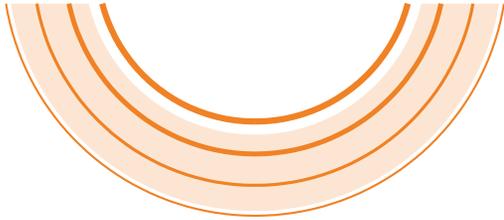


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Parental Insurance in SWEDEN

In order to guarantee standard protection in case of parenthood and to make it possible for all parents to combine family life with working life Sweden has developed a generous system aiming for gender equality. The parental insurance provides economic safety for families and promotes gender equality at home and in the labor market. The positive effects of the system can be seen in indicators such as labor force participation and in fertility rates. The parental insurance consists of three parts; Pregnancy benefit, Parental benefit and Temporary parental benefit and are funded from social fees that the employer pays.

Pregnancy benefit

Summary:

- Pregnancy benefit gives expectant mothers, who cannot continue with gainful employment, the opportunity to take time off and rest
- **Situation:** If a pregnant woman has physically demanding work or risks in the working environment
- **Period:** 60 days before birth
- **Covers:** approx. 80% of income

More details:

An expectant mother who has a physically demanding job can receive pregnancy benefit during the latter stages if her employer is unable to assign her more suitable tasks. Pregnancy benefit can be paid for up to 50 days during the last two months of the pregnancy. The pregnant woman will need a physician's certificate. If she is not granted pregnancy benefit, she may start using Parental leave benefit during the last weeks of pregnancy.

Parental benefit

Summary:

- What: paid parental leave when a child is born

- **Leave length:** 60 days before a child is born until the child turns 12 years old
- **Paid leave length:** 480 paid days per child but only 96 days can be used after the child turns four years old
 - Gender equal system - 240 paid days each for both parents with joint custody of a child, 480 days for parents with sole custody
 - 195 of 240 days are income related, approx. 80% of income up to income ceiling of approx. 50 000 Euro per year
 - 45 days at approx. 18 Euro a day
 - Sole custody: 390 + 90 days
 - 90 of the 195 are quota days (*"use the days yourself or lose the days"*)
- **Who:** only for one parent home at the same time but during first year for 30 days together

More details:

Following either birth or adoption, parents can receive parental benefit for a total of 480 days per child. The benefit is related to the parent's income for 390 of these days. There is a basic level of SEK 250 per day for parents who do not fulfil the requirements for obtaining income-related compensation or have low or no income. For the remaining 90 days, the benefit corresponds to a minimum level, which is SEK 180 per day for everyone. If the parents have joint custody of the child, both are entitled to half of the total number of parental benefit days. However, one parent can use the other's parental benefit days, with the exception of 90 days that are reserved for each parent.

The first 30 quota days (fathers/mothers days – use yourself or loose days) was introduced in Sweden for children born in 1995, the second month of no transferable days came in 2002 and the third month was introduced in 2016. These reforms have all increased the speed towards a more gender equal

usage of parental benefit in Sweden. More fathers are using more days with parental benefit thanks to these reforms.

Sweden also introduced a gender equality bonus in 2008 where the parents got a tax reduction if they shared more equal on the parental benefit days. The reform had no effect, so it was abolished in 2017.

The 480 days are divided between both parents with joint custody so they have 240 days of parental benefit each. For each parent, 195 of the 240 leave days are income related. For children born 2016 or later, 90 of these days are reserved and cannot be transferred to the other parent. The remaining 105 income related days for each parent can be transferred to the other by signing a consent form if the parents so wish.

For each parent with joint custody, 45 days of the 240 total leave days are paid at a low flat rate level. For children born before this date, parents may use the paid leave up until a child's eighth birthday or until the end of the first school year.

The main rule is that it is not possible for parental benefit to be paid to both parents for the same child at the same time. However, both parents can receive parental benefit simultaneously for up to 30 days until a child's first birthday. The Social Insurance Agency refers to the simultaneous use of parental benefit as double days.

The benefit can be taken as a full day, three-quarter day, half day, one-quarter day or one-eighth day. As a rule, parental benefit can be used up until the child turns eight or has completed their first year of school.

Compensation is just under 80 per cent of the sickness benefit qualifying income and may not exceed 10 times the price base amount per day.

Parents who are not eligible to income related leave receive a flat rate floor level of approx. 25 Euro per day instead of the income related level.

Parental benefit can be used from 60 days before a child is born until the child turns 12 years old but only 96 days can be used after the child turns four years old.

The benefit requirements are both residence-based and employment-based in Sweden. All parents living in Sweden are entitled to paid Parental leave.

Self-employed persons contribute to the social security system with a separate tax and are eligible for the same leave benefits as employed persons.

Parents are entitled to paid parental leave even if their partners are unemployed.

Same-sex parents have the same rights as opposite-sex parents and the Parental leave is gender-neutral in its construction. Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents

In the case of sole custody, the parent with custody receives all of the Parental leave days.

Additional Parental leave pay has been negotiated in collective bargaining agreements in the public sector and is commonplace in the private sector. A common collective agreement is that the employer pays ten per cent extra under the ceiling and/or up to 90 per cent of income above the ceiling.

Temporary parental benefit

Summary:

- Temporary parental benefit in connection with a child's birth or adoption
 - 10 days
 - 80% of income
- Temporary parental benefit when a child gets sick
 - 120 days per child
 - Up to 12 years old
 - 80% of income
 - 7 days without physicians' certificate

More details:

Temporary parental benefit in connection with a child's birth or adoption is designed to be used for the other parent to attend delivery, to care for older siblings while the mother is in the hospital, to stay over in the hospital in a family room after childbirth, and/or to participate in childcare when the mother comes home. Most often this is used by the father of the child. Payment approx. 80% of earnings up to an income ceiling. Leave can be used at any time during the first 60 days after childbirth. The benefit is gender-neutral and attributed to the second parent or another close person.

If a parent needs to refrain from gainful employment when their child is ill or infectious, when the person who normally cares for the child is ill or infectious, for an appointment with preventive public health services, etc., they may be entitled to temporary parental benefit for care of a child. This applies to children under the age of twelve and, in some cases, to older children. Parents are entitled 120 days per child, per year, for children under the age of 12, and for children aged 12 to 15 years, with a physician's

certificate. This is paid at approx. 80% of incomes, up to an income ceiling. Since 2001, it can also be offered to someone outside the family if they are an eligible person in the social insurance system.

Under certain circumstances, a parent can transfer their right to temporary parental benefit for care of a child to another person, who stays home from work in order to care for the child. Parents of seriously ill children under the age of 18 can receive temporary parental benefit for care of a child for an unlimited number of days. In such cases, both parents are able to receive the benefit simultaneously for the same child. The benefit can be taken out as a full day, three-quarter day, half day, one-quarter day or one-eighth day and is just under 80 per cent of the sickness benefit qualifying income. The maximum benefit is paid out up to a certain ceiling that corresponds with the development of prices in Sweden. The ceiling is set to be 7.5 times the "price base amount", which is an amount that corresponds to prices decided by the government every year. Yearly incomes up to that ceiling are fully insured but incomes over the ceiling are not insured.



Ukraine 2017 - UNFPA Ukraine

Parental leave rights in SWEDEN

Each parent is entitled to take full-time leave from work until their child is 18 months old, regardless of whether they are using paid benefits or not. After that they must use parental benefit in order to be on parental leave up to 75% of their normal workday. They still have the right to reduce their working hours with up to 25% without payment and without parental benefit.

The length of leave is counted in calendar days to enhance flexibility of use. It is thus possible to use the benefit during weekends. To get approx. 80% of the income, seven days of benefit per week are needed.

Parents can take paid leave days full-time, part-time, quarter time, or one-eighth time, with the length of leave extended accordingly (e.g. one day of full-time

leave becomes two days of part-time leave and four days of quarter-time leave). Parents cannot work while on paid or unpaid leave unless they are not taking the leave full-time.

Paid and unpaid leave can be combined to enable parents to stay at home longer. Parents can take leave in one continuous period or in several blocks of time. While, officially, employees taking Parental leave have the right to stay away from work for a maximum of three periods each year, many employers allow for more periods.

Until a child reaches the age of eight or completes the first grade of school, parents have the right to reduce their normal working time by up to 25 per cent; there is no payment for working reduced hours.

Family allowances in SWEDEN

To avoid economic challenges during parental leave and during the raising of the child/children Sweden redistributes money from families without children to families with children. Benefits go to families in general, to families in economic need, benefits to single parents, benefits for families with children with disabilities etc.

Child allowance

Summary:

- The purpose of child allowance is to level out financial inequities between families with and without children
- A flat rate benefit
- Approx. 120 euros per month per child
- Children up to 16 years of age
- Large family supplement - extra money from child number two

More details:

The term child allowance refers to general child allowance, extended child allowance or large family supplement. Parents are entitled to general child allowance for a child who lives in Sweden until the quarter they turn 16. After this, the parent can receive extended child allowance as long as the child is in compulsory school or school for children with learning disabilities. For children born prior to 1 March 2014, the child allowance is paid to one of the legal guardians. If the child lives alternately with both of their parents, half of the child allowance is paid to each parent after one of them requests this and the parent provides proof of alternate residence. Parents of children born on 1 March 2014 or later who have joint custody receive shared child allowance. This means that each parent will receive SEK 625 of the monthly amount of SEK 1,250. If the parents would prefer the full child allowance to be paid to just one of the parents, they must request this jointly. A parent who has general child allowance, extended

child allowance or study allowance from the Swedish Board of Student Finance (CSN) for two or more children also receives large family supplement. Child allowance is tax-exempt. Starting from March 2018, child allowance was SEK 1,250 per child per month. Large family supplement in 2018 was SEK 150 per month for the second child, SEK 580 for the third child, SEK 1,010 for the fourth child, and SEK 1,250 for each additional child.

Housing allowance

Housing allowance provides economic support to families with children and households with young people 18-28 years of age who have low incomes.

Families with children can receive housing allowance. Young households without children, where the applicants are aged 18–28 years old, are also able to receive housing allowance. The amount of the allowance is determined by the composition of the household, housing costs, the size of the residence and the income of the applicants. The allowance can be paid for up to twelve months at a time. Applicants must estimate how much they will earn over the course of the calendar year concerned. Preliminary housing allowance is calculated based on this information. The final housing allowance is confirmed once the Swedish Tax Agency has announced its decision concerning final tax for the year in question. Housing allowance for married couples and cohabiting partners with children is subject to individual means testing.

Maintenance support

Maintenance support is used to guarantee that children of parents who live apart receive maintenance, even if a parent liable for contribution does not contribute to supporting the child.

Parents are obliged to support their child until they turn 18, or longer if the child is still in school. If a child is living permanently with one parent, the other parent is required to pay child support. The parents may come to an agreement between themselves on an

appropriate amount or calculate this using the rules in the Children and Parents Code. The size of the child support payments is then determined based on the child's needs and the parents' financial circumstances.

The Social Insurance Agency can pay maintenance support for a child if:

- The child support debtor fails to pay or pays less than the maintenance support amount
- the paternity of the child has not been established
- a single parent has adopted a child from abroad

The maintenance support amount is dependent on the child's age.

More details:

Maintenance support is maximum SEK 1,573 per month up until the month of the child's 11th birthday, it is 1 523 between 11-14 years of age and SEK 2,073 per month from the month after the child's 15th birthday.

Extended maintenance support can be paid for as long as the child is in school and is entitled to extended child allowance or study allowance pursuant to Chapter 2 of the Swedish Student Finance Act, but not past June of the year they turn 20.

Maintenance support can be paid in the form of full maintenance support, supplementary allowance or maintenance support for alternate residence. The provisions on maintenance support and extended maintenance support for alternate residence ceased to apply from 1 March 2018. Since that time, the Social Insurance Agency only pays out maintenance support for children who are covered under the transitional provisions. If maximum maintenance support is paid out, the child support debtor is obliged to reimburse the Social Insurance Agency for all or part of the support.

The amount that is to be reimbursed is calculated on the basis of earnings in the most recent decision concerning final tax and is set at a percentage depending on the number of children the child support

debtor has to support. If the child support debtor has made their reimbursement payments to the Social Insurance Agency as required for six consecutive months, maintenance support is no longer paid out for the child unless special circumstances exist. The child support debtor is then expected to be able to pay child support directly to the other parent instead

Childcare allowance

Childcare allowance is a form of financial support provided to parents whose children have an illness or

disability that allows them to provide the supervision, care and support their child requires in order to develop in the best possible way.

Parents whose children are sick or functionally disabled for more than six months can apply for childcare allowance from the birth of the child until the child reaches the age of 19. Parents may receive a maximum of approx. € 890 per month for extra care obligations, such as paying for a caregiver or as compensation for reduced work hours.

Anti-discrimination of parents in SWEDEN

By law in Sweden, Föräldradighetslag (1995:584) §§ 16, 17 it is forbidden for companies to discriminate or give disadvantages to parents connected to parental leave. This is regulated by the parental leave law.

No disadvantages are allowed when a company / employer:

- decides on an employment question, takes a job applicant for an interview or takes another action during the employment process
- decides on promotion or takes out a worker for promotion training

- decides whether or not to take any other action relating to professional practice
- decides whether or not to take any other action relating to other education or vocational guidance
- applies salary or other terms of employment
- leads and distributes the work
- terminates, dismisses or takes other intervention against an employee

If a worker is terminated or dismissed solely for reasons connected with parental leave under this Act, the termination or dismissal shall be annulled if the employee so requests.

Childrens rights in SWEDEN

In 1979, Sweden became the first country to ban corporal punishment of children. By introducing a ban in the Parent Code, which is a civil code, Swedish law explicitly states that parents cannot use any form of violence or other humiliating treatment as part

of bringing up their children. The aim was not to criminalize parents, but rather to change attitudes. Having said that, beating or spanking a child is also a criminal offence according to the Swedish Penal Code.

Pension rights for childcare years in SWEDEN

- When using parental benefit parents still earn money for their pensions since parental benefit gives pension points
- The parent who earns the least money gets extra pension points during the child's first four years
- If a child is adopted the parent gets pension points for the first four years the child has been in the parents care

When a parent is on parental leave or reduces their working hours while their children are small, the

amount contributed to their pension is affected. Pension entitlement for childcare years is a way to financially compensate parents for this. It is possible to receive pension entitlement for childcare years during the first four years of the child's life, regardless of whether, or how long, the parent has been on parental leave. In addition to pension entitlement for the childcare years, pension contributions are made when a parent receives parental benefit and when care allowance is paid out.

Pre-schools, schools and after school services in SWEDEN

Almost every child in Sweden attends preschools at some point. Pre-schools are for children in the ages one to six years. The high rate of children attending are due to the large share of dual-earner families in Sweden. Another contributing factor is Sweden's maximum-fee policy, which makes childcare affordable for everyone. Fees are calculated according to income with low-income families paying nothing while the costs for more affluent parents are capped at SEK 1,425 (about €135, July 2019) per month – its about the same amount as the child allowance.

The policy states that parents should only have to spend one to three per cent of the family's income on childcare, depending on how many children they have. This means childcare costs in Sweden are a fraction of those in other nations.

Today there are ten years of compulsory schooling. Most children then go on to the optional upper secondary school and graduate when they are 18–19.

Children who are between 6 and 13 years old are offered out-of-school care before and after school hours. The after-school services are also highly subsidized by the municipalities.

Parental insurance and family allowance in ESTONIA

Maternity benefit

A woman is entitled to 140 calendar days of pregnancy and motherhood leave. This can be used starting from the 70th calendar day prior to the presumed labour deadline. If the woman starts to use the pregnancy and motherhood leave less than 30 calendar days before the presumed deadline, the vacation shall be decreased by this time. A gynecologist, family

physician, or midwife must issue a maternity leave certificate. The certificate is the basis for calculating the maternity benefit, paid for up to 140 calendar days immediately before and after childbirth.

The benefit amount is 100% of the employee's medium remuneration per each calendar day, calculated based on the year preceding the year when the woman goes on the leave. The benefit is paid out all at once.

Parental benefit

Summary:

- 10 days for fathers in connection to childbirth
- Maternity leave after the child is born - first 70 days only for the mother
 - Fathers can also apply for parental benefit after first 70 days
- Total 435 days parental benefit days per child after the child is born
- Until the child reaches three years of age
- Only one parent at a time is entitled to the parental benefit
- During receiving the parental benefit, it is allowed to earn income
- Benefit is calculated on average income 12 months before pregnancy
- Parental benefit is paid at 100 percent of personal average earnings
- Floor level and maximum level
- Funded from general taxation

More details:

If a child is expected or has already been born, the father is entitled to 10 working days of paternal leave during two months prior to the expected delivery date until the child turns two months old.

The parental benefit is paid to guarantee the parents previous income, as it decreases due to raising children. Before the child is 70 days old, only the mother is entitled to the parental benefit. After the child is 70 days old, any of the parents can apply for the parental benefit – meaning that also the father may apply. The parental benefit is paid for a period of 435 days, or until the child is one and a half years old.

The parental benefit is meant as a replacement income for a person raising a child; it should be paid to that parent who is away most from work due to raising the child, or who daily cares more for the child.

The right to the parental benefit begins on the day following the last day of the pregnancy and maternity leave.



Turkmenistan 2019 - UNFPA Turkmenistan

This means that if the mother worked before the childbirth and used the maternity leave, the right to the parental benefit begins when the maternity leave ends. The maternity leave usually ends 70-110 days after the child is born.

If the mother did not work before childbirth and was not entitled to the maternity leave nor to receive the maternity benefit, they are entitled to the parental benefit when the child is born.

Only one parent is entitled to the parental benefit simultaneously. In general, the mother is entitled to the benefit for the first 70 days. Later, the parents can decide who shall receive the benefit.

Simultaneously, the family can receive only one parental benefit. Should the parents already receive a parental benefit and the next child is born before the current parental benefit period is over, the family is entitled to choose which of the calculated parental benefits to use. The parental benefit amount does not depend on the number of children.

Also, the state guarantees health insurance (until the child turns 3 years old) to that parent who is the recipient of allowances. It is important to note that a mother, who is actually at home with the child, would not lose health insurance!

During receiving the parental benefit, it is allowed to earn income. If the monthly income is smaller than half of the maximum benefit amount (1774,05 euros in 2020; 1910,77 euros in 2021), then the parental benefit amount will not decrease. Should the income exceed this figure, the parental benefit amount paid out shall decrease.

Similarly to a salary, the parental benefit is taxed with the income tax.

The parental benefit amount is calculated based on the income for which the employer has paid social tax (salary, bonuses, etc.)

When calculating the amount of parental benefit the authority first subtract the 9 months preceding the

month of birth of the child and then calculate the amount of benefit on the basis of income earned over the course of 12 months preceding those 9 months. Even if parental benefit is applied by the father of the child the benefit is calculated on the basis of the same period.

The parental benefit is also paid if the parent did not earn any income taxable with the social tax. In this case, the benefit is paid in the amount of the minimum wage that applied on January 1st of the previous calendar year 540 euros in 2020.

If the average monthly income was below the minimum salary rate, parental benefit equal to the minimum salary rate will be payed. The minimum monthly salary rate is 584 euros in 2020.

The maximum parental benefit amount is three times the average Estonian salary from the last but one year. This amount is payed if the average monthly income is equal to or greater than this amount. In 2020, the maximum parental benefit is 3,548.10 euros (In 2021 - 3,821.54 euros).

Childcare benefit

The benefit is a flat-rate payment of €38 per month, paid from the end of parental benefit payments until the child reaches three years of age and paid to both working and non-working parents (i.e. payment continues if a parent takes up employment).

Time off for the care of dependants

- 14 calendar days per episode of illness. Leave can be taken by either parent to care for a sick child under the age of 12 years, with 80 per cent of earning replacement for up to 14 calendar days per illness episode
- Parents with a disabled child may take one day of leave per month with full earnings replacement
- A parent with a child under 14 years of age can take ten working days of unpaid leave per year

- Parents may take a supplementary period of holiday: three days per year for a parent raising one or two children under 14 years of age, and six days per year for a parent raising a child under three years of age, or three or more children under 14 years of age. There is a flat-rate payment, calculated based on the minimum wage, of €25.60 per day
- 7 paid calendar days for illness of a family member
- 5 working days per year to care for a relative with a severe disability. There is a flat-rate payment
- All payments funded from general taxation

Pension credits for parents

Parents with children under three years of age (independent of Parental leave or employment). There are two types of pension credits for parents, available simultaneously. The state pays a social security contribution, calculated based on minimum wage, to the first pension pillar (public pay-as-you-go system) over three years. Also, the state pays contributions to the second pension pillar (public contributions-based system) over three years: the sum of this public pension contribution is four per cent of the average wage.

Childbirth allowance

Childbirth allowance is a one-time allowance in the amount of 320 euros paid when a child is born.

In the case of triplets (or more siblings), the allowance is 1,000 euros per child (which totals to 3,000 euros in the case of triplets).

Child allowance

Child allowance is paid to children until they turn 16 years of age. The allowance is paid to children who continue their studies until they finish school, or until the end of that school year during which they turn 19 years of age.

The amount of the child allowance depends on the number of children in the family:

Family with one or two children eligible for the child allowance - 60 euros per child per month;

Family with three or more children eligible for the child allowance - 100 euros per child per month starting from the third child.

Single parent's child allowance

To support single parents there are a single parents' child allowance of 19.18 euros per month per child.

Conscript's child allowance

If one of the parents is serving in the Estonian Defence Forces the parents can get the allowance which is 300 euros per month for each child, until the end of the parent's service in the Defense Forces.

Maintenance allowance

Maintenance allowance is meant for children, whose parent or parents do not fulfil their maintenance obligation.

Maintenance during legal proceedings.

Maintenance allowance can be applied for in a court action for collection of alimony. After turning to court one can file an application to the Social Insurance Board together with the payment proposal regulation.

The Social Insurance board will then pay the maintenance allowance for up to 150 days and the amount paid each month is 100 euros. The maintenance allowance is paid for minors or children up to the age of 21, if they are studying. To receive the maintenance allowance, court must have issued an action securing regulation in favor of the child.

The Social Insurance board will stop the maintenance allowance payments during the legal proceedings before the end of the 150-day period if:

- The action securing regulation has been annulled
- The alimony court proceedings are finished
- It is discovered that the allowance payment reasons were not or are no longer valid
- The debtor fulfils the maintenance obligation and pays alimony to the child in the extent ordered by the court ruling
- The debtor or the child dies

Maintenance allowance during the execution proceedings

The Social Insurance board will pay the maintenance allowance during the execution proceedings to a child if the parent who is actually obliged to pay it does not, even though the alimony has been ordered by court. The maintenance allowance is paid to minors or children up to the age of 21, if they are studying.

The maintenance allowance during the execution proceedings is up to 100 euros per calendar month per one obliged parent.

The allowance is paid during the execution proceedings on the premise that the proceedings have lasted for at least four full months. If the debtor has not cleared the debt to the child within 4 months, the bailiff will begin to keep track of whether and how much alimony the child gets each month.

If the alimony is not paid to the child after the 4-month waiting period, The Social Insurance board will pay maintenance allowance to the child, up to 100 euros per calendar month.

The maintenance allowance payment does not free the alimony debtor from their responsibilities. The state will reclaim the allowance from the debtor.



Ukraine 2016 | Maks Levin - UNFPA Ukraine

Parental insurance in SLOVENIA

Maternity leave

Length of leave (before and after birth)

- 105 calendar days (15 weeks)
 - four weeks (28 days) before the birth
 - 11 weeks following the birth
- Payment and funding
 - 100 per cent of average basic income on which Parental leave contributions were paid during the 12 months prior to the leave. If the contributions were paid during a period shorter than 12 months, 55 per cent of the minimum wage [€323.55 a month] is factored in for the missing period
- Women who are not insured at the time when the leave starts, but who have been insured for at least 12 months in the last three years before the start of Maternity leave, receive 55 to 105 per cent of the minimum wage per month, depending on the period they have been insured for, in the last three years
- Non-employed parents do not receive pension credits for childrearing but employed parents do (i.e. those who were receiving earnings compensation during the leave)
- The part unused before the birth may be claimed after childbirth if the birth took place before the envisaged date
- This insurance covers persons on employment contracts (both permanent and fixed-term, either full-time or part-time); the self-employed (including persons performing agricultural activities); and temporary agency workers
- Leave (77 days or fewer) can be delegated to the father or another person who nurses and cares for a child if the mother dies, abandons the child, or is not able to nurse and care for the child

- The father or one of the grandparents is also entitled to Maternity leave with the mother's (and father's) consent

Paternity leave

Length of leave: 30 calendar days.

Payment and funding: 100 per cent of average monthly earnings during the 12 months prior to the leave, up to a ceiling of 2.5 times the average salary in Slovenia [approximately €2,900 net per month].

If the contributions were paid during a period shorter than 12 months, 55 per cent of the minimum wage [€323.55 per month] is factored in for the missing period.

Non-employed fathers (i.e. those who did not receive earnings compensation during the leave) do not receive pension credits for child-rearing, but employed fathers do.

Paternity leave may be taken as full-time or part-time leave.

For children born from 1 May 2018 onwards, at least 15 days of leave may be taken until one month following the end of Parental leave. Up to 15 days of the total of 30 days of Paternity leave may be taken until the child completes the first year of primary school.

Parental leave

Length of leave: 130 calendar days per parent.

Leave is an individual entitlement but the mother may transfer 100 days of her entitlement to the father (30 days are the mother's exclusive right), while the father may transfer all 130 days of his Parental leave to the mother.

The parents must agree upon the use of Parental leave, in writing, 30 days prior to the expiry of Maternity leave. If the parents cannot reach an agreement, or

their decision is not to the benefit of the child, the Centre for Social Work decides on this matter by considering the best interests of the child.

At least 185 days must be taken as a continuous full-time or part-time leave: in the case of part-time leave being taken, the 5 duration of leave is not extended proportionately.

Up to 75 days may be taken at any time until the child completes the first grade of elementary school (full-time or part-time), but not more than twice a year, with each section lasting at least 15 days.

Parents can combine Parental leave (20 hours per week for the mother, 20 hours per week for the father) and take it at the same time.

In rare cases, where the father is unknown and his entitlement cannot be transferred to the mother, a single mother is entitled to all 260 days of Parental leave.

If the mother is below 18 years of age and is an apprentice, pupil, or student, one of the grandparents

(who is insured for Parental leave) may take the leave with the parents' consent. Parental benefit for persons who are not eligible for insurance-based leave and earnings compensation

Parents who are not eligible for insurance-based Maternity/Paternity/Parental leave and earnings compensation, are entitled to flat-rate parental benefit. Both the parent and the child must have permanent residence status and reside in Slovenia. The benefit amounts to €252.04 per month and is received for 365 days from the birth of a child.

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