

CORE STATUS

PARENTAL LEAVE AND FATHER'S QUOTA

Since the late 1970s, Norwegian parents have had the right to shared parental leave. In 1993, Norway introduced 4 weeks of parental leave reserved for the father, the so-called "father's quota." The aim was to promote equality between mothers and fathers in family and working life.

#WHAT IS PARENTAL LEAVE?

49 weeks with full compensation

The parental leave scheme entitles employed mothers and fathers to parental benefits to replace their paid work. Today, the parental leave is 49 weeks with 100% income compensation or 59 weeks with 80% compensation. The parental leave scheme covers income up to 6G (G = the National Insurance Scheme basic amount). In 2019, this constituted 599,148 NOK.

Over 3 years

Parental leave is flexible. The last 9 weeks of the mother's time, all of the father's time, and the entire shared period can be utilized over a period of 3 years.



The parental leave – three parts

Parental leave can be divided into three parts. The shared period is 26 weeks and can be divided freely between the mother and the father. The father has an independent right to the shared period, and use is not dependent on whether the mother has earned the right to parental leave.



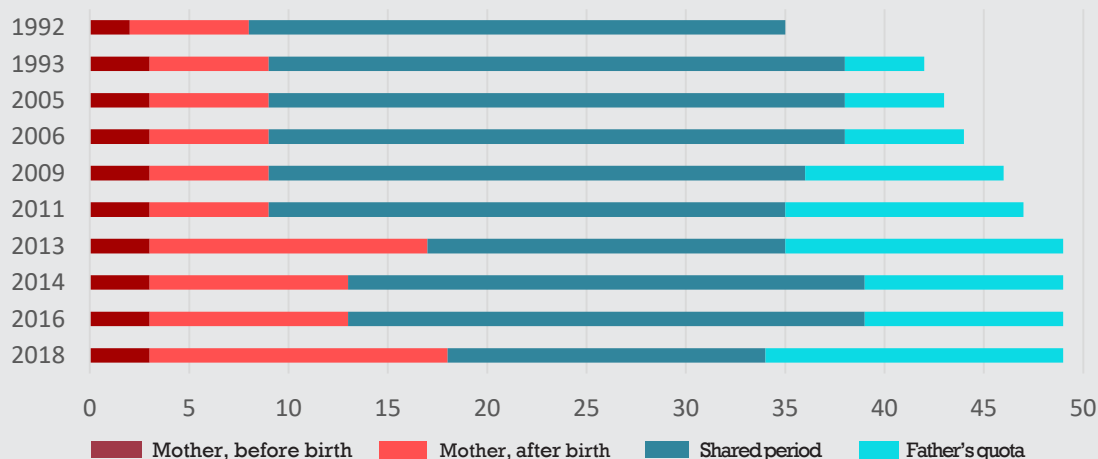
In 2019, the maternal quota is 18 weeks, from 3 weeks before birth until 15 weeks after birth.



In 2019, the paternal quota is 15 weeks. The father's use of the quota is dependent on the mother's right to parental leave.

#2 THE FATHER'S QUOTA: FROM 4 TO 15 WEEKS

Number of weeks with parental leave at 100% of the income.



CORE
CENTER FOR
LIKESTILLINGS-
FORSKNING

Who are we?

The Centre for Research on Gender Equality (CORE) at the Institute for Social Research conducts research on gender equality and challenges to gender equality at work. Research on parental leave and the paternal quota was an important research area at CORE in 2016 and 2017.

INSTITUTT
FOR SAMFUNNS-
FORSKNING

#3 LARGE SUPPORT FOR THE FATHER'S QUOTA

95%



of parents of young children supports the father's quota.

80%



supports a father's quota of 10 weeks or more

The survey on families' child care preferences in 2010, in Bringedal, K.H. & Lappegård, T. (2012).
A more equal sharing of the parental leave, Samfunnsspeilet, 26 (1), 19-23.

The social partners are positive

Representatives for both the employee and the employers' organizations support the father's quota to promote increased gender equality in working life.

Interviews with leaders of employees and employers' organizations, Halrynjo & Teigen (2016).

#4 FATHERS USE THE QUOTA...

79% of fathers who had children in 2011 used the weeks reserved.

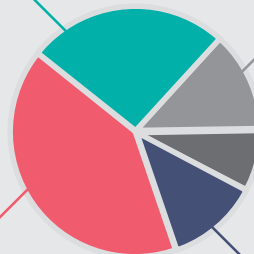
26%

Uses more than the father's quota

41%

Uses the father's quota

The figure shows the use of the father's quota among fathers who had children in 2011. Register-based study, ISF report 2017: 02



13%
Not entitled to father's quota

8%

Entitled to father's quota, but do not utilize it

12%

Uses less than the father's quota

#5 ...BUT RARELY MORE THAN THE QUOTA

The father's quota was extended in 2011. In the first half, the length was 10 weeks. In the last half, the length was 12 weeks. This figure shows that fathers adapt to the length of the quota at that time..



Register-based study, ISF report 2017: 02.

#6 THE FATHER'S QUOTA: DIFFERENT WAYS TO USE IT

Our interview study of fathers who do not take the entire quota illustrates how absence from work and responsibility for childcare vary:

Absent from work – with independent responsibility for care

Father is alone with the child and takes primary responsibility for childcare.

Absent from work – but with limited responsibility for care

The father's quota is used while the child is in day-care or while the mother has unpaid leave and the whole family is on holiday. The father does not have the primary responsibility for childcare.



Not absent from work – but primary responsibility for care

Fathers who work shifts or are self-employed may have periods of primary childcare in combination with work.

Not absence from work – with limited responsibility for care

The father's quota is used while the child is in day-care or the mother has taken vacation or unpaid leave. The father does not have primary responsibility for childcare.

#7 WHO HAS THE RIGHT, BUT DOES NOT USE THE FATHER QUOTA?

23.2% of fathers entitled to the father's quota did not use it.

Fathers are less likely to use the entire fathers quota if:



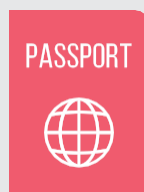
...father is born outside Norway



...father has little education



...father works in private sector



...mother is born outside Norway



...mother has little education

#8 WHY IS THE FATHER'S QUOTA NOT USED?

Our interview study finds two reasons:

1. Experienced risk associated with work

Worry about losing goodwill, especially if he is new to the job. Risk of losing responsibilities, tasks and future career opportunities.

2. Problems associated with NAV

Experiences of lacking information, misunderstandings, and/or complicated application forms.

Surprising findings: Fathers who have not used or only used a little of the father's quota argue for more coercion, less flexibility and more weeks reserved to the father to promote gender equality in family and working life.

#9 DOES THE FATHER'S QUOTA CONTRIBUTE TO MORE GENDER EQUALITY?

YES

Couples in which the father takes parental leave are more gender equal

Correlation studies and qualitative studies indicate a clear association between father's parental leave use and parents' adaptation to work and family life.

MAYBE/NO

We do not know whether the introduction of the father's quota has led to more gender equality

Effect studies find small and partly contradictory effects of the introduction of the father's quota on parents' adaptation in family and work life.

An expressed goal behind the introduction of the father quota in 1993 was the desire for more equality between mothers and fathers in family and working life. Several studies investigate the importance of the father's quota, but the research shows divergent results:

How should we understand diverging results? Different studies with different methods:

Parents are likely to divide both family-work and paid-work more equally when the father has had primary care responsibility for the child over time. While correlation studies have found this to be true, these studies cannot answer whether it is the father's quota that leads to more gender equality, or

whether more gender-equal parents share the parental leave more equally, or both.

Studies investigating the effect of the introduction of the paternal quota on gender equality have not resulted in clear answers. These studies do not capture changes in attitudes over time,

nor if or how fathers and mothers use the leave.

More research is needed about the significance of the sharing of the parental leave between the father and the mother for gender equality within the family.

CORE-status: Parental leave and father's quota is based on:

Halrynjo, S. & Teigen, Mari (2016). *Ulik likestilling i arbeidslivet*. Oslo: Gyldendal Akademisk.

Kitterød, R. H.; Halrynjo, S. & Østbakken, K. M. (2017). *Pappaperm? Fedre som ikke tar fedrekvote – hvor mange, hvem og hvorfor?* Rapport nr: 2017:02. Oslo: Institutt for samfunnsforskning.

Halrynjo, S. & Kitterød, R. H. (2016). *Fedrekvoten – norm for fedres permisjonsbruk i Norge og Norden*. Rapport nr: 2016:06. Oslo: Institutt for samfunnsforskning.

Halrynjo, S. & Kitterød, R. H. (2016). *Deling av foreldrepermisjon: Konsekvenser for arbeid- familietilpasning og velferd i Norge og Norden*. Rapport nr: 2016:07. Oslo: Institutt for samfunnsforskning.

Kitterød, R. H. & Halrynjo, S. (2017). *Mindre spesialisering med fedrekvote? Foreldrepermisjonens potensial for å endre arbeidsdelingen blant foreldre*. *Tidsskrift for samfunnsforskning*. 58(3), s.311-333

Kitterød, R. H. & Halrynjo, S. (2019). *Mer likestilling med fedrekvote? Naturlige eksperimenter i norsk kontekst*. *Tidsskrift for kjønnsforskning*. 42(2), s.71-89.

For more information, contact:

likestilling@samfunnsforskning.no



CORE
CENTER FOR
LIKESTILLINGS-
FORSKNING

INSTITUTT
FOR SAMFUNNS-
FORSKNING

Visit our website:

www.samfunnsforskning.no/core