

Who is eligible for parental leave in Finland?

Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Finland it is called **Vanhempainvapaa/Föräldraledighet**. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in Finland is:



Paid. Benefit is paid at 70% of annual earnings level, ranging between €10,425 and €37,113



6.1 months



Leave is a family entitlement

Almost all women and men in employment are eligible for parental leave.

This factsheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility ⁽¹⁾. For Finland, it is not possible to simulate all the conditions that apply due to data restrictions.

Parental leave in Finland is a residence-related right. It is available for every parent who lives in Finland, or has been insured in another EU or EEA Member State, Switzerland or Israel, for at least 180 days immediately before the birth of the child.

In situations where the mother does not meet the 180-days residence criterion, fathers are entitled for parental leave and their leave starts on the 75th day after the birth of the child.

Who is eligible for parental leave in Finland?

✓ **Employees**

✓ **Self-employed**

✓ **Same-sex parents**

✓ **Non-citizens ⁽²⁾**
(except asylum seekers)

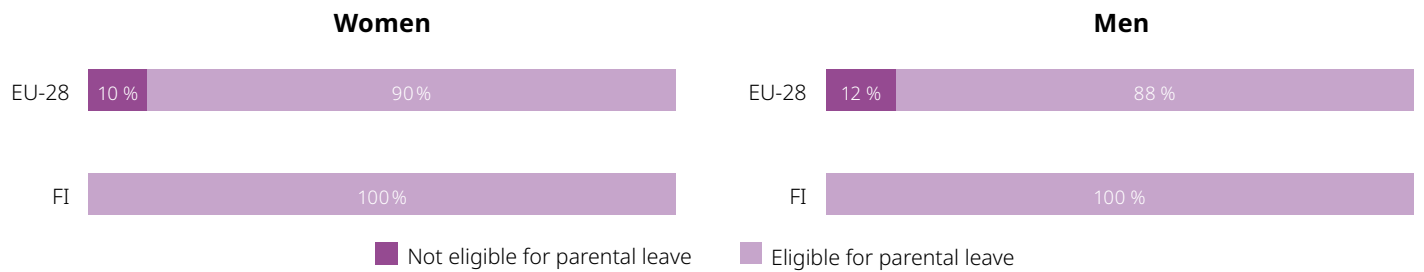
In the EU-28 ⁽³⁾:

- **15** countries restrict access to employees with short working duration before birth (not Finland)
- The self-employed are not eligible in 10 countries (not Finland)
- **11** countries do not allow access for same-sex parents (not Finland)
- **19** limit access to refugees or asylum seekers (including no access for asylum seekers in Finland)

⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽²⁾ The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

⁽³⁾ The data was collected before the UK left the European Union.



Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.
 Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa_pganws)).

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

© European Institute for Gender Equality, 2021

This factsheet is based on the work of Matthew Aldrich, Sara Connolly, Margaret O'Brien, and Merve Uzunalioglu; in collaboration with Johanna Lammi-Taskula, Minna Salmi, Johanna Närvi and Miettinen Anneli and www.leavenetwork.org

Reproduction is authorised provided the source is acknowledged.

Contact details

<http://eige.europa.eu/> 
facebook.com/eige.europa.eu 
twitter.com/eurogender 
linkedin.com/company/eige/ 
youtube.com/user/eurogender 
eige.sec@eige.europa.eu 
 +370 52157444 
<https://eurogender.eige.europa.eu/> 



European Institute for Gender Equality
 Gedimino pr. 16
 LT-01103 Vilnius
 LITHUANIA



Publications Office
 of the European Union