



PROF COLETTE FAGAN, DR HELEN NORMAN

National policies to support the reconciliation of employment, childcare and the care of older family members

Summary Tables



Supported by the
European Commission



 **industriAll**
European Trade Union



IMPRINT

Copyright ©2013

Authors:

Professor Colette Fagan
Associate Dean (Research)
Faculty of Humanities
School of Social Sciences
University of Manchester
United Kingdom

Dr Helen Norman
Research Associate
School of Social Sciences
University of Manchester
United Kingdom

<http://www.manchester.ac.uk>

Design and Type Setting:

Nolte | Kommunikation, Berlin

www.childrencarecareer.eu

www.demographicsinchemistry.eu

All rights, including the rights of publication, distribution, sale, and translation, are reserved. No part of this book may be reproduced or transmitted in any form or by any means – electronic, mechanical, photocopying, recording or other information storage and retrieval system – without prior written permission from the editors.

This report was commissioned and published by the European Chemical Employers Group (ECEG), the Fédération Européenne des Cadres, and industriAll Europe as an integral part of their project 'Children – Care – Career: Equal Participation of Women in the European Chemical Industry' and was financially supported by the EU Commission.



Supported by the
European Commission



PROFESSOR COLETTE FAGAN AND DR HELEN NORMAN¹
UNIVERSITY OF MANCHESTER, UK

***National policies to support
the reconciliation of
employment, childcare and
the care of older family members***

Summary Tables

Submitted to the European Federation of Managerial
staff in the Chemical and Allied Industries, industriAll
Europe and the European Chemical Employers Group.

DECEMBER 2013

¹ Acknowledgements: We would like to thank Emma Temple-Malt, doctoral student at the University of Manchester, for her research assistance.

Contents

Summary Tables

Belgium	4
Czech Republic	7
Finland	10
France	13
Germany	16
Italy	19
Spain	22
Sweden	26
United Kingdom	29

BELGIUM

PROVISION	DETAIL
Maternity Leave	<p>Fifteen weeks. This can start from six weeks before the baby is due. At least nine weeks must be taken after the birth and at least one week must be taken before the baby is due.</p> <p>Self-employed mothers are entitled to eight weeks of paid leave.</p> <p>Statutory civil servants in the private sector receive full salary; employees in the private sector are paid 82 per cent of their earnings for the first month of leave, followed by 75 per cent for the remaining weeks with a ceiling of €98.70 per day.</p> <p>In the public sector, statutory civil servants receive full salary but contractual civil servants are paid the same rates as employees in the private sector.</p> <p>Take up is universal given at least ten weeks of leave is mandatory.</p>
Paternity Leave	<p>Ten working days (of which three days are mandatory).</p> <p>Self employed fathers have no entitlement.</p> <p>Leave can be taken at any point and in blocks of time during the first four months that follow the birth.</p> <p>The first three days are paid at 100% of salary. The remaining period is paid at 82% of salary up to a ceiling of €107.91 per day.</p> <p>Take up is high, estimated to be approximately 80% in 2012 (Meulders, 2013).</p>
Parental Leave	<p>Parental leave is an individual, non-transferable entitlement so each parent is entitled to four months provided the child is under twelve years old on the day the leave starts, and the parent has been with their current employer for at least 12 of the 15 months preceding the start of parental leave.</p> <p>Self-employed parents are not eligible.</p> <p>Employees on leave are protected against dismissal.</p> <p>Leave can be taken full-time, part-time over eight months or one a day a week over twenty months.</p> <p>Leave is paid at €707.08 per month net of taxes</p> <p>The career state interruption allowance is also available to parents whose children were born on or after 8 March 2012. It is paid for the fourth month of parental leave taken.</p> <p>In Flanders, an additional benefit bonus is available for up to one year with the amount dependent on the sector of employment (i.e. private, social profit or public) and the reduction of employment whilst taking leave.</p> <p>In 2011, 2.1% of all female workers and 0.7% of all male workers took some period of parental leave. Almost three quarters of leave takers use the one-fifth time option, suggesting that it is predominantly used as a flexibility measure (Meulders, 2013).</p>
Other working-time reconciliation policies	<p>Time Credit System (private sector) or Career Breaks Scheme (public sector): employees can interrupt a career full- or part-time. The interruption can be for up to one year for full-time workers, two years for part-timers, or five years for those working one fifth of a usual working week</p> <p>This can be extended up to 36 months by collective agreements but only for leave taken to care for a child younger than eight years, to provide palliative care, to care for a severely ill relative and/or to do a training course</p> <p>From 2012 onwards, the career leave system in the public sector will be limited to a maximum of 60 months</p>

PROVISION	DETAIL
Other working-time reconciliation policies	<p>During this time, the employee remains under the same employment contract and receives compensation in the form of a career break allowance. The maximum payment is €641 per month.</p> <p>Employees can take up to ten days of unpaid leave a year ‘for urgent reasons’ to deal with unexpected or sudden circumstances in relation to the care of dependents</p> <p>Employees can take full-time leave ranging from one to 12 months (and up to 24 months if leave is taken part-time), taken in blocks of one to three months to care for severely ill family members. Benefits paid are the same conditions as for Parental leave.</p> <p>Employees may also take up to two months of leave, full time or part time, for palliative care (to be taken in blocks of one month). Benefits paid are the same as for Parental leave.</p> <p>To facilitate their return after taking parental leave, employees can request an adapted work schedule for a period of 6 months maximum. The request must be notified at least three weeks before the parental leave period ends.</p>
Child care services	<p>Children aged 0-2 years old</p> <p>According to EU-SILC 2011 data, the proportion of children enrolled in formal childcare aged under three was 39 per cent (full and part-time provision).</p> <p>There is regional variation: in 2011 the coverage rate for children under three was 43.8 per cent in the French-speaking community and 38.5 per cent in the Flemish-speaking community (Meulders, 2013).</p> <p>Formal child care for children under three is generally insufficient to meet demand and so around a third are cared for by the informal sector where there is no guarantee of quality provision.</p> <p>Parental fees for childcare are income-related and tax deductible (up to a fixed ceiling) (until the child reaches 12 years of age). The cost of childcare is therefore fairly low at approximately 5.8 per cent of the average wage.</p> <p>Children aged 2.5/3-6 years old</p> <p>There is an entitlement to 31.5 hours of free pre-primary education during term-time. Around 90 per cent of 2.5 year olds and almost 100 per of children aged three are enrolled in pre-school (Merla and Deven, 2013)</p> <p>Opening hours and days of pre-school are limited (usually 8.30 a.m. until 3.30 p.m.) and pre-schools often close on Wednesday afternoons and during the holidays.</p> <p>After-school care is limited and there is generally a high unmet demand.</p> <p>Parents can claim child benefit, which is paid on a monthly basis until 31 August of the year in which the child turns 18. In 2011, child benefit was €86.77 a month, €160.55 for the second child and €239.72 for the subsequent child.</p>
Elderly care services	<p>Most LTC services are provided as part of the public, compulsory health-insurance system at the federal level, which is financed by social security contributions and general taxes. LTC coverage is almost universal.</p> <p>At the federal level, the Allowance of the Elderly provides a monthly benefit for low- and modest-income individuals 65 years or older with a given level of Activities of Daily Living (ADL) and Instrumental Activities of Daily Living (IADL) restrictions.</p>

PROVISION	DETAIL
Elderly care services	<p>At the regional level, care insurance is a compulsory dependence insurance scheme, implemented by the Flemish government. It provides a flat monthly allowance of €130 to all eligible individuals who are assessed as having severely reduced or no ability to function independently.</p> <p>Institutional care is provided in two types of institution, rest homes (for moderate ADL restrictions) and nursing homes (for severe ADL restrictions). These can be public, private non-profit or private-for-profit.</p> <p>Institutional costs are divided between 'care costs' and the accommodation (or 'hotel') cost. The former is covered by the public health insurance system while the latter (board, basic assistance and lodging) are generally covered by the users (around €1,185 a month on average).</p> <p>In 2006, close to 50% of LTC recipients received care in an institution.</p> <p>Home nursing care is available to all individuals with mild to severe limitations. The intensity of care is determined according to the level of ADL restrictions.</p> <p>According to the 2009 Ageing report (European Economy), about 55% of dependent older persons received formal care at home or in an institutions while 45% relied only on informal (or no) care.</p> <p>Elderly persons not eligible for subsidised home care can buy services privately, mainly by using 'service cheques', which can be purchased to pay for domestic services provided by public bodies or private firms who employ personnel.</p> <p>Informal care is mainly provided by relatives, particularly spouses and children with estimates that almost 10% of persons aged 15 or over provide informal care in Belgium (Census, 2001).</p> <p>The care burden is distributed unevenly over gender and age groups, with women between 45 and 64 years old having the highest probability of providing informal care (Willemé, 2010)</p> <p>Coverage Rates 2007: Residential care/Semi-residential care: 6.7% Home care: 6.5%</p> <p>Source: OECD (Bettio and Verasgchangina, 2012: 153).</p>

CZECH REPUBLIC

PROVISION	DETAIL
Maternity Leave	<p>28 weeks. 6-8 weeks can be taken before the birth and 20-22 weeks taken after. It is mandatory to take at least 14 weeks, including at least six weeks immediately after the child's birth.</p> <p>All employed mothers are eligible provided they have contributed to sickness insurance for at least 270 days during the last two years. All self-employed mothers are eligible provided they have contributed to sickness insurance for at least 180 days during the last year.</p> <p>Maternity allowance is related to income and is paid at 70 per cent of daily earnings, up to a maximum payment of CZK 31,837(€ 1,235) per month.</p> <p>From the seventh week after childbirth, either parent is permitted to use the leave (i.e. the mother may alternate with the father of the child, with no restriction on the frequency of alteration). If the father uses the leave, he must do so for at least seven days.</p> <p>Take up of maternity leave is universal.</p>
Paternity Leave	<p>No entitlement.</p> <p>Fathers are entitled to paid time-off to take a mother to the hospital when the birth is imminent, and to unpaid time off to attend the birth.</p>
Parental Leave	<p>Both parents are entitled to take parental leave up to the child's third birthday, and leave can be taken simultaneously.</p> <p>After parental leave there is no guaranteed return to exactly the same job although the employer is legally obliged to offer a position corresponding to the parent's qualifications after or at any time during the leave period.</p> <p>Parents can take up temporary or fixed term paid work during parental leave as long as it is not with their current employer.</p> <p>There is a non-means tested parental allowance that is paid to parents regardless of whether or not they take up Parental leave. It covers a period of up to two, three or four years from the child's birth.</p> <p>The allowance carries certain restrictions on their access to institutional childcare: children under the age of two years can attend a nursery or other facility for pre-school children for a maximum of 45 hours in a month. Children over the age of two can attend a nursery or similar facility without any limitation.</p> <p>The allowance It is paid at a maximum amount of 70 per cent of previous monthly earnings with a ceiling of CZK 11,500 (€443) per month. The maximum amount payable for the whole period is CZK 220,000 (€8,476)</p> <p>Only 1.8 per cent of Czech fathers take parental leave in 2011. Equivalent data for mothers is not available although older data indicates they are more likely to use this option than fathers.</p>
Other working-time reconciliation provisions	<p>There are no provisions for flexible working.</p> <p>Employees are entitled to take leave to care for a sick relative at home. This applies to all cases of illness for a child under ten years old but only to cases of serious illness for other relatives such as elder dependents.</p> <p>Leave is paid at 60 per cent of earnings up to a ceiling of CZK 855 (€33) per day for six days. A parent can take no more than nine days in one block of time, but there is no limit regarding the frequency of taking leave.</p>

PROVISION	DETAIL
Formal Child care services	<p>Children aged 0-3 years old</p> <p>Childcare centres/crèches that provide care for children aged 0-3 were drastically reduced from the 1990s.</p> <p>The proportion of children aged under three who are enrolled in formal childcare is low: in 2011, only 5 per cent of children aged 0-3 were enrolled in part or full-time formal childcare in 2011.</p> <p>Children aged 3-6 years old</p> <p>EU-SILC data indicates 74 per cent of children aged 3-6 years old are in formal (part- or full-time) childcare provision.</p> <p>Nursery school for pre-school education is mainly provided by municipalities although a small number are provided by the private sector.</p> <p>Nursery schools are established with full-day operation (more than 6.5 hours a day, but at most 12 hours a day), half-day operation (at most 6.5 hours a day) and boarding operation (full-day and night care).</p> <p>Preschool education can be provided for a fee with the exception of the final year of nursery school founded by the state, region, municipality or confederation of municipalities and of preparatory classes of elementary schools, where it is provided free of charge</p> <p>The Czech government have focussed on increasing the availability of private rather than public childcare services.</p> <p>Childcare costs in the Czech Republic are equal to 10.5 per cent of the average wage. Monthly fees in private nurseries or kindergartens start at CZK 10,000 (€400).</p>
Eldercare services	<p>Publicly funded benefits provided in the Czech Republic include home care, day care, and institutional care.</p> <p>Institutional care can be in the form of aftercare in hospital departments and specialised medical institutions and in long-term care homes, which are located near public hospitals or managed by private institutions.</p> <p>Pensioner homes provide care to the elderly who have suffered a permanent change in their health condition, require comprehensive care, and cannot be self-sufficient.</p> <p>In 2006, there were 390 pensioner homes, with an average occupancy rate of 97.1 per cent. However, the number of facilities is insufficient with waiting times varying from several months to several years.</p> <p>Semi-institutional care is provided by daily and weekly care centres, open for more than eight hours a day, intended for individuals with limited capabilities in the area of personal and household care who cannot live without assistance on a daily basis.</p> <p>Home-based care is provided by nursing staff in the health care system in cooperation with the primary care doctor and the system of social services covering services in-kind and cash benefits.</p> <p>There were 475 home care agencies in 2007 providing personal care to more than 145,000 patients (OECD, 2011b).</p>

PROVISION	DETAIL
Eldercare services	<p>Benefits in cash are granted to individuals who are provided with personal, full-time care by a family member, relative or other informal caregiver. It can be used to cover the costs of arranging assistance for the dependent, care provided within social services, or costs incurred by the carer. The amount is based on need ranging from €32 to €471 per month.</p> <p>Informal care is the most common type of care with estimates of 200,000 informal carers (FTE) in the Czech Republic, equivalent to approximately 2% of the population. Approximately 80 per cent of care for elderly people is provided by the family, mostly by children, but also spouses. These are mostly working-age women (63%) (OECD, 2011b).</p> <p>Coverage rates (2006) Residential care/Semi-residential care: 3.5% Home care: 7.2% (Bettio and Verasgchagina, 2012).</p>

FINLAND

PROVISION	DETAIL
Maternity Leave	<p>105 working days (Monday to Saturday) regardless of employment status that can begin eight weeks before childbirth. At least two weeks must be taken before and after childbirth.</p> <p>Leave is paid at 90 per cent of annual earnings up to a ceiling of €54,552, with a lower percentage for earnings above this level for the first 56 days; the remaining period is paid at 70 per cent of earnings up to a ceiling of €35,457, with a lower percentage for higher earnings.</p> <p>Unemployed mothers or those whose annual earnings are less than €10,189, are entitled to a minimum flat-rate allowance of €23.77 per working day (€594 per month).</p> <p>Take up is universal given at least four weeks are mandatory.</p>
Paternity Leave	<p>Since 2013, fathers are entitled to 54 working days (nine weeks) of paternity leave that can be taken up until the child is two years of age.</p> <p>Out of this allowance, the father can take between one and 18 days in a maximum of four periods whilst the mother is also on Maternity or Parental leave. The remaining 36 days can be taken in a maximum of two periods with a minimum length of twelve days.</p> <p>All fathers are eligible, regardless of their employment status provided they are living with the mother and they have been covered by the Finnish social security for at least 180 days just before the estimated date of delivery.</p> <p>Leave is paid at 70 per cent of annual earnings up to a ceiling of €35,457, with a lower percentage for higher earnings. The minimum allowance is €23,77 per working day (Monday to Saturday excluding weekdays).</p> <p>As a result of collective agreements, 60 per cent of all fathers with an employment contract in the private sector, as well as all fathers employed by the state, receive full pay during the five or six first days of the Paternity leave.</p> <p>The majority of fathers (82%) took between one and three week of paternity leave in 2011. Prior to this paternity leave was 18 working days, plus a further 24 'bonus' days (four weeks) if the father took the last two weeks of Parental leave. The bonus days plus the two Parental leave weeks were called the 'father's month' in the legislation from 2007 to 2012.</p>
Parental Leave	<p>158 weekdays (i.e. just over six months) that can be taken following the maternity leave period by either the mother or father for each child. This replaced the father's month provision at the end of 2012</p> <p>The first 30 days are paid at 75% of annual earnings up to a ceiling of €54,552, with a lower percentage for higher earnings. After this, the payment is 70 per cent of earnings up to a ceiling of €35,457, with a lower percentage for higher earnings. The minimum allowance is €23,77 per working day.</p> <p>Parents can alternate the leave, but cannot take it at the same time (with the exception of multiple birth families).</p> <p>If the leave is divided, both parents can take a maximum of two separate periods, which must last at least twelve working days. The father and mother are allowed to take partial parental leave at the same time, in which case both of them work part time and receive partial parental allowance.</p>

PROVISION	DETAIL
Parental Leave	<p>The mother is allowed to work during parental leave but the parental allowance is paid at the minimum rate for the working days; the father is not allowed to work during his leave.</p> <p>The full Parental leave entitlement of 158 days is mostly taken up by mothers. Almost all take Parental leave whereas only 2 to 3 per cent of fathers took a longer Parental leave than the two weeks of the father's month over the years it was available (i.e. 2003-2012).</p> <p>The father's month (see above), under which there were bonus days of Paternity leave for fathers who took the last two weeks of Parental leave increased the number of men taking Parental leave. By 2011, 29.6 per cent of fathers took this provision up (Salmi and Lammi-Taskula, 2013).</p>
Other working-time reconciliation provisions	<p>Parents of children under ten years can take temporary childcare leave of up to four days when a child falls ill. Payment is dependent on collective agreements, but is often at full earnings for three or four days at a time.</p> <p>Parents can work reduced working hours in what is referred to as 'partial childcare leave' from the end of Parental leave until the end of the child's second year at school provided s/he has been working for the same employer for at least six months during the past 12 months. There is a partial home care allowance for this period of €96.41 a month.</p> <p>Both parents can take partial childcare leave during the same period, but cannot take leave during the same time in the day.</p> <p>Childcare or 'Home care' leave can also be taken from the end of Parental leave up until a child's third birthday. It can be taken in two parts, the minimum length being one month. The home care allowance consists of a basic payment of €336.67 a month, with an additional €100.79 for every other child under three, and €64.77 for every other pre-school child over three and a means-tested supplement (up to €180.17 a month).</p> <p>The allowance can be paid to any parent – whether or not they are on 'home care leave' from their job – as long as their child is not in a childcare service provided or funded by the local authority.</p>
Formal Child care services	<p>Children aged 0-6</p> <p>After the parental leave period, parents are entitled to place their child in public day care until the child starts school, usually at the age of seven, regardless of the income level of the parents or whether the parents are employed.</p> <p>Municipalities provide child day care services in day care centres, in family day care and in group family day care available on a full-time basis (for a maximum of 10 hours a day) or a part-time basis (for a maximum of 5 hours a day). Municipal authorities also operate 24-hour daycare for the children of parents who do shift work.</p> <p>Private service providers, parishes and NGOs also offer alternative opportunities for child care.</p> <p>There is a private child care allowance available from the municipality, which consists of a care allowance (€171,40 per child per month) and a care supplement, eligibility for which depends on the size and income of the family. The maximum care supplement is €140.19 per child per month. If the child attends a municipal pre-school, the care allowance is €63.06 per month.</p>

PROVISION	DETAIL
Formal Child care services	<p>Children aged six can participate in pre-primary education, for four hours a day, free-of-charge. About 96% of the six-year-olds go to pre-primary school.</p> <p>The majority of school-going children do not attend an out-of-school service so this form of care is not yet well-developed and most children stay on their own.</p> <p>Day care costs are calculated according to the size of a family and income. They range between €18 – 200 a month. The costs start to decline if you have a second child in day care. Day care services are free for low income families (Heinämäki, 2008). In Finland, childcare costs are 12.2 per cent of the average wage</p> <p>According to Ellingsaeter (2012), 30 per cent of Finnish 1 year olds were in enrolled in childcare services in 2011, just over half (51 per cent) of Finnish 2 year olds had a place in municipal childcare services and 68–78 per cent of Finnish children aged 3–5 were in daycare.</p>
Elderly care services	<p>The long-term care system in Finland is a publicly funded, universal system open to every citizen.</p> <p>Services are provided by private or public service providers, or service vouchers are available for users to purchase services from a private provider.</p> <p>Long-term care is provided in older people's own homes (home care), in sheltered housing units, in institutions for older people and in the inpatient wards of health centres and support is also provided for informal care.</p> <p>There is a Care Allowance for Pensioners, which is intended to support pension recipients with an illness or disability to live at home. The mean monthly allowance is around €100.</p> <p>Support for informal care also exists. There is also a special home care allowance available to carers normally paid at €336 per month (taxable income), but can be up to €637 per month if the work is particularly demanding.</p> <p>Legislation governs the user fees that municipalities are allowed to charge for LTC services: The maximum user fee is 82% of the patient's monthly earnings. However, a minimum of €90 per month must always be left for the patient.</p> <p>Coverage rates (2008)</p> <p>Residential care: 3.1% (male: 2.1%; female: 3.9%)</p> <p>Semi-residential care: 3.4% (men: 2.2%; women: 4.2%)</p> <p>Home care: 6.3% (men: 4.5%; women: 7.5%)</p> <p>(Bettio and Verschagina, 2012).</p>

FRANCE

PROVISION	DETAIL
Maternity Leave	<p>Maternity leave is compulsory and lasts for 16 weeks but can be extended to 26 weeks if the mother already has two or more children.</p> <p>At least two weeks must be taken before the birth and the remainder can be taken before or after.</p> <p>Leave is paid at 100 per cent of salary up to a ceiling of €3,086 a month. In the public sector, the leave is fully paid (i.e. there is no ceiling) but in the private sector, some employers (particularly larger companies) pay in full, while others do not.</p> <p>All employed and self-employed mothers are eligible to take paid leave provided they have been registered with social security for at least ten months before the birth, and have worked at least 200 hours over the three months preceding the date the maternity leave begins.</p> <p>Take up is universal given it is mandatory.</p>
Paternity Leave	<p>Two weeks to be taken within four months following the birth.</p> <p>All employed and self-employed fathers are eligible provided they have been registered with social security for at least ten months before the birth, and have worked at least 200 hours over the three months preceding the date the maternity leave begins.</p> <p>Paid at 100% of salary up to a ceiling of €3,086 a month.</p> <p>In 2012, around two-thirds of eligible fathers (62 per cent) took up their paternity leave entitlement.</p> <p>There are plans to allow fathers to take up to six months of paid paternity leave from 2014.</p>
Parental Leave	<p>Following maternity leave, both parents are entitled to take parental leave up until the child is three years old provided they have been with their employer for at least a year before the birth.</p> <p>Leave can be taken as either a full interruption from employment or in the form of part time work.</p> <p>Leave is not paid but there are separate benefits:</p> <ul style="list-style-type: none"> ■ The complément libre choix d'activité (CLCA) (supplementary work choice benefit) is a non-means tested, flat-rate payment of €566.01 per month available to all families who meet the eligibility condition regardless of whether they take Parental leave. Eligibility for CLCA is more restrictive the fewer children a parent has: for example with three children the eligibility condition is to have worked for two out of the five years preceding birth (two out of the four years for parents with two children) but with only one child it is necessary to have worked without a break for two years preceding birth. ■ Complément optionnel de libre choix d'activité (COLCA) – which is available to large families (with at least three children). This is a flat-rate payment of €801.39 per month, paid on the condition that one parent stops working completely. However the duration is only for one year. Large families can choose between COLCA and CLCA <p>Women make up 98-99 per cent of parents taking parental leave.</p>
Other working-time reconciliation provisions	<p>Every employee is eligible for an unpaid leave to care for a sick child under the age of sixteen. Periods of leave cannot exceed three days (or five days in specific cases) – although most collective agreements have special arrangements.</p>

PROVISION	DETAIL
Other working-time reconciliation provisions	<p>Employees are entitled to paid leave to care for her/his child, or to work part time, for up to three years provided they have been with their current employer for at least a year if their child (aged under twenty) has a serious disability or illness. An allowance is paid for a maximum of 310 days over the three year period; the amount depends on the length of service and on the family structure.</p> <p>Employees who have been with their current employer for at least two years are entitled to take unpaid family support leave to care for a dependent (elder, ill or disabled) relative for up to one year – extended by 3-6 months if the relative has a life-threatening illness.</p> <p>Employees in the public sector are entitled to work part-time for family reasons.</p>
Child care services	<p>Children aged 0-3 years old</p> <p>Care responsibilities are shared between the state, which provides for collective childcare services or funds some individual services, and households, who either look after their children by themselves or pay for a subsidized service.</p> <p>The free entitlement to full-time nursery education only covers around 13% of two year olds (a decade ago, it covered 30% of two year olds) (Fagnani and Lloyd, 2013). In 2012, over a third of children aged under three were cared for by registered childminders. There are also crèches and halte-garderies providing sessional care available (Fagnani and Lloyd, 2013).</p> <p>Parents pay an income-related fee, with the actual prices depending on the use of a crèche, home child carer or a childminder. Childcare costs amount to around 16.5 per cent of the average wage.</p> <p>According to EU-SILC data for 2011, 26% of children aged 0-3 are cared for in full-time formal provision and 18% are cared for on a part-time basis.</p> <p>Children aged 3-6 years old</p> <p>There is an entitlement to free, full-time nursery education for children aged three to six years old.</p> <p>95% of children in this age group are in (part or full-time) formal provision.</p> <p>Extra-time schooling facilities or municipal care services are generally provided to cover a time slot that can be as long as from 7:00 a.m. to 7:00p.m.</p>
Eldercare services	<p>The public health insurance system and the personal autonomy allowance (APA) provide support for the provision of long-term care, either at home or in an institution. Home nursing care is fully covered by the public health insurance system. In 2008, there were about 106,000 home nursing care places, with 95 per cent of the places targeted to dependant individuals aged 60 years and over.</p> <p>In 2007, there were about 657 000 individuals living in institutional care. This includes about 6,500 traditional homes for the elderly (for those dependent on others for daily care), about 2,800 sheltered housing facilities (for more able elderly people) and about 900 nursing homes (for those in need of continuous care).</p>

PROVISION	DETAIL
Eldercare services	<p>Fifty-seven per cent of institutional care facilities are public, which usually come under the direction of a hospital or the local council who set the fees for the retirement homes in their district; about 27 per cent are private not-for-profit facilities and about 16 per cent are private for-profit facilities.</p> <p>Fees are split into: i) the health cost, covered by health insurance, ii) the dependence cost, partially funded by APA and iii) the hotel cost paid by the recipient.</p> <p>The personal autonomy allowance (APA) is an income and need-adjusted monthly cash allowance that provides individuals aged 60+ who have ADL restrictions with cash towards the cost of their care. Recipients must either live at home or in a retirement centre. The amount varies according to the level of dependence and is limited to national ceilings.</p> <p>Dependent individuals are also entitled to complementary tax deductions. This includes an income tax reduction (up to €10 000 annually), or an income tax reduction (up to €2,500 annually) for individuals living in care institutions.</p> <p>A large share of the population is covered by private LTC insurance (15 per cent of the population aged over 40 years old in 2010).</p> <p>In 2003, about 75 per cent of APA beneficiaries received care from a family member. The majority of caregivers are women (62 per cent, average age of 58 years old).</p> <p>Coverage rates (2010)</p> <p>Home care: no data available</p> <p>Residential care: approximately 10% (Joel et al, 2010).</p>

GERMANY

PROVISION	DETAIL
Maternity Leave	<p>14 weeks of maternity leave, at least eight of which must be taken immediately after childbirth.</p> <p>Self-employed women have no maternity leave entitlement.</p> <p>It is paid at 100 per cent of earnings with no ceiling on payments provided they are employed and affiliated to the statutory sickness insurance. It is paid to pregnant women, 6 weeks prior and 8 weeks following delivery usually by the mother's health insurance (capped at €13 per day) and the mother's employer who covers the difference between the money provided by the health insurance and the mother's previous earnings.</p> <p>Women insured through a private health insurance company or who work Mini-Jobs without health insurance receive a maximum one-time payment of €210.</p> <p>Take up is universal as it is prohibited to work for eight weeks following birth.</p>
Paternity Leave	No entitlement
Parental Leave	<p>Parental leave is a family entitlement that can be taken up to three years after childbirth. The first two years must be taken immediately after the child's birth, but the third year may be postponed until any time before the child's eighth birthday with the employer's agreement.</p> <p>Both parents are entitled to take leave at the same time and are allowed to take up to two leave intervals.</p> <p>An income-related parental benefit (Elterngard) is paid for twelve months at a replacement rate of 67 per cent of a parent's average earnings during the twelve months preceding childbirth provided parents do not work for more than 30 hours per week during the time the benefit is issued. There is a ceiling of €1,800 per month on the benefit payment and the minimum payment, which is also available for parents without prior income, is €300</p> <p>Both parents are equally entitled to the parental benefit but if both parents take at least two months of leave, the overall length of benefit payment is extended to 14 months, i.e. a bonus of two months is paid.</p> <p>Recipients of parental benefit may work up to 30 hours a week but they will only receive parental benefit for the lost income (i.e. if a parent worked 40 hours weekly before taking parental leave, and continues working 30 hours thereafter, he or she only receives 67 per cent of the margin between the present and the former income)</p> <p>85% of all eligible households in Germany take up their parental leave (Plantenga and Remery, 2005).</p> <p>Most mothers take parental leave as full-time out of employment for substantial periods of time (29% of women who return to employment take between 25 and 36 months). Most women stay at home during the first year of the child's life and return to part-time employment afterwards. 27.8 per cent of fathers took parental leave for children born in the third quarter of 2011 although most only take up to two months.</p>
Other working-time reconciliation provisions	Up to ten days of leave for a sick child (below 12 years old) paid at 80 per cent of earnings with no ceiling. The maximum annual leave period that may be taken per family is 25 days.

PROVISION	DETAIL
Other working-time reconciliation provisions	<p>A relative of a care-dependent person is entitled to ten days of unpaid, short-term leave if that person has an unexpected illness, as well as six months of unpaid, long-term care leave.</p> <p>Familienpflegezeit (family caring time) permits employees, for a period of up to two years, to reduce their working time to a minimum of 15 hours, if they need to care for a dependent relative.</p> <p>During this period employees are paid a lower income, though the reduction in income is less than the reduction in hours; employees repay the difference by receiving the same amount of reduced earnings for an equivalent period after returning to full-time employment.</p>
Formal child care services	<p>Children aged 0-3 years old</p> <p>From August 2013, an entitlement to Early Childhood Education and Care (ECEC) from the age of one year was put in place, which means parents can take paid parental leave for a year and then use the ECEC entitlement immediately after.</p> <p>There is a large difference between childcare provision between Western Germany (not including Berlin) and Eastern Germany, particularly regarding provision for children under three years old (22.3 per cent of children under three were in ECEC compared to 49 per cent in March 2012 respectively) (National Statistical Office, cited in Blum and Erler, 2013).</p> <p>The 2008 Children's Assistance Act (Kinderfördergesetz) has stipulated that federal, state and local governments are obliged to create childcare spaces for an average of 35 per cent of all children nationwide under the age of three by 2013.</p> <p>Thus, efforts have been made to increase the low supply of ECEC for children under three years old in West Germany. According to National data for Germany as a whole, ECEC for children under three years has increased from 9.5 per cent in 2000 (to 24 per cent in 2011 according to EU-SILC data) to 27.6 per cent in 2012.</p> <p>However, levels of provision still fall far short of the 35 percent level.</p> <p>Parents with children under three who do not want to make use of public childcare but want to care for their children privately are entitled to claim a monthly childcare allowance from the German State of €100 (increasing to €150 in August 2014).</p> <p>Children aged 3-6 years old</p> <p>All children have an entitlement to ECEC from 3 years of age, however, the hours per day or per week of this entitlement are not specified by law. Thus, many childcare services in Western Germany only offer part-time hours, while full-time opening is more prevalent in Eastern Germany.</p> <p>Nursery schools (for children under three) and pre-schools (for children aged over three) are run by private and public agencies as well as churches. Prices vary considerably and in part depend on the parents' income and region.</p> <p>starts when Elterngeld ends (typically when the child is 15 months old)s paid out until the child turns three or attends a publicly-funded childcare institution.</p>

PROVISION	DETAIL
Formal child care services	<p>Children 6+ years old</p> <p>The all-day school programme is one of the largest federal and state initiatives in the area of education in Germany. The creation of all-day schools has been supported with a funding volume of €4 billion between 2003 and 2009. Around 8,200 schools nationwide have been promoted to 'all day' within this period.</p>
Elderly care services	<p>Long-term care insurance (LTCI) was established by the German welfare state in 1996. This provides care services or cash benefits to pay for a private caregiver, such as a family member, to elderly persons in need of care.</p> <p>All those who have been covered by statutory or private sickness insurance are automatically covered by statutory or private LTCI. Employees who are not covered by the social insurance system are usually members of a private health and pension insurance. Around 90 per cent of the German population is covered by the LTCI scheme and around 9 per cent have private LTCI cover.</p> <p>People in need of care at home can receive benefits in cash for informal carers at home or benefits in-kind for professional home care services, or a combination of both.</p> <p>In 2012, benefits in cash for informal care giving ranged from €235 per month to €700 per month depending on level of need. Benefits for reimbursing professional home care services were higher ranged from €450 per month to €1918 depending on level of need. For full-time institutional care, a lump sum is provided ranging from €1,023 per month to €1918 depending on level of need. At least 25 per cent of the costs have to be borne by the claimant.</p> <p>Care by informal care givers is given priority and is supported by benefits from the LTCI funds. German legislation gives priority to home care over nursing home care with the LTCI expected to continue supporting patients being cared for at home for as long as possible.</p> <p>According the European Community Household Panel (ECHP), on average 5% of the population provided help and care to elderly people in Germany in 2001 (Schulz 2004). In most cases the spouse, daughters or daughters in law are responsible for personal care.</p> <p>Coverage rates (2008): Residential care/Semi-residential care: 3.5% (male: 1.7%; female: 4.8%) Home care: 6.6% (male: 5.2%; female: 7.7%) (Bettio and Verschagina, 2012).</p>

ITALY

PROVISION	DETAIL
Maternity Leave	<p>Twenty weeks, which are compulsory for all employed and self-employed women with social security membership. At least four weeks must be taken before the birth.</p> <p>Leave is also compulsory for fixed-term or temporary employees who are enrolled in 'Gestione separate' (separate administration) by the National Department for Social Welfare (INPS).</p> <p>With permission from a doctor, healthy pregnant women can postpone maternity leave by one month, and have four months of leave after their child's birth.</p> <p>Paid at 80 per cent of earnings with no ceiling for salaried workers, or 100 per cent of earnings for employees in the public sector although national collective agreements usually guarantee 100 per cent of earnings, with employers paying the additional 20 per cent.</p> <p>As maternity leave is mandatory, take up is universal.</p>
Paternity Leave	<p>From January 2013, all employed fathers, including those who are self-employed and enrolled in Gestione separata are given one day of mandatory paternity leave.</p> <p>An additional two days are available if the mother agrees to transfer these days from her maternity leave allocation.</p> <p>Leave can be taken at any point until five months after childbirth and it is paid at 100 per cent of earnings.</p>
Parental Leave	<p>Each parent is entitled to six months of parental leave which can be taken up until the child is eight years old in a single period or in shorter leave periods.</p> <p>It can be taken simultaneously or separately but the total amount of parental leave taken by two parents is limited to ten months per child unless the father takes at least three months of leave, in which case, fathers are entitled to one month of additional leave.</p> <p>Parents must be employed although the self-employed and those enrolled with Gestione separata are usually entitled to three months to be taken during the first year after childbirth.</p> <p>Leave is paid at 30 per cent of earnings for a child under three but is unpaid if taken for a child is aged three to eight years old unless annual earnings are under approximately 2.5 times the amount of minimum earnings, in which case parents are entitled to 30 per cent of earnings.</p> <p>Leave is paid at 100 per cent of earnings for the first thirty days for public sector employees.</p> <p>In 2013, a voucher system was introduced to be used for childcare by new mothers who do not use parental leave. Vouchers can be claimed from the end of compulsory Maternity leave up to eleven months after childbirth.</p> <p>In 2011, Parental leave was used by 296,000 employees (6.4 per cent with temporary contracts and 93.6 per cent with permanent contracts): 89 per cent of employees were women and 11 per cent were men.</p>
Other working-time reconciliation provisions	<p>Each parent is entitled to unlimited, unpaid leave per year to care for a sick child under three years old, or up to five days of unpaid leave per year for a child aged three to eight years old.</p> <p>All employees are also entitled to two years of leave over their working life at three days per month in cases where a family member is in serious need.</p>

PROVISION	DETAIL
Other working-time reconciliation provisions	<p>Employed mothers are entitled to work reduced hours (one hour less per day if working six hours a day or less or two hours less per day if working longer) with full earnings compensation until a child is twelve months old.</p> <p>Both parents have a legal right to apply to their employers to work flexibly (e.g. to reduce their working hours) when they have a child under six years or a disabled child under 18 years.</p>
Formal Child care services	<p>Public childcare services are provided by local municipalities but the number of places available is very limited with no automatic entitlement to an Early Childhood Education and Care (ECEC) place.</p> <p>Funding for childcare services comes mainly from local taxes with support from regions and national governments, which has led to a wide variability on supply across and within the different regions (coverage tends to be higher in the Northern regions).</p> <p>Children 0-3 years old</p> <p>There is a shortage of childcare services for children under three years old and so coverage is low (26 per cent in 2011 according to EU-SILC data).</p> <p>There is also considerable regional variability with around 25 per cent of children enrolled in public childcare in some areas in the North to just 5 per cent of children in most of the South (Brilli et al, 2011).</p> <p>Childcare for preschool children is expensive in Italy unless parents are in receipt of means-tested benefits.</p> <p>There is a strong reliance on informal care by parents, relatives or friends for all children but particularly for those aged 0-2 years old.</p> <p>Children aged 3-6 years old</p> <p>Nearly all children attend ECEC from three years of age (95 per cent according to EU-SILC data in 2011).</p> <p>Children aged 3-5 years old can attend an infant or nursery school (scuola per l'infanzia), which can either be public or privately run.</p> <p>Most public or state-run schools are free (with a fee for the meals provided, depending on family income) but a considerable number are concessional and charge modest fees. Nursery schools generally operate from Monday to Friday, usually for eight hours a day, with flexible timetables.</p> <p>Children 6+ years old</p> <p>There is no national provision on out-of-school care facilities and on extra-time schooling activities. They fall under the regional and local legislation and are managed at municipal level, but every school may be organised differently.</p> <p>Recent financial cuts have dramatically reduced extra time schooling activities in many parts of the country municipalities and so there is a high unmet demand for out-of-school care.</p>
Elderly care services	<p>There are many regional LTC systems, rather than one national LTC system.</p> <p>LTC services are delivered by both public and accredited private providers of health and personal social care.</p>

PROVISION	DETAIL
Elderly care services	<p>Health care services are provided free of charge, funded by general taxation. They cover elderly persons and include outpatient and home-based care services, semi-residential and residential services. Social care services are provided in institutions, such as nursing homes for the elderly or semi-residential institutions, or as home-based care services provided at the local level. They are means-tested and some users can pay up to the full cost.</p> <p>There are some limited cash benefits provided by municipalities:</p> <ul style="list-style-type: none">■ A national disability cash-benefit scheme provided by INPS, funded by the central government from general taxation. This is a monthly, non-means tested, universal benefit that has no age restrictions. It can be used as income support, to pay a home-based LTC worker, or compensate family caregivers.■ Means-tested care benefits. The monthly amount of this benefit varies from EUR 240 to €515 depending on the region. The share of over 65 years old receiving this allowance is low (i.e. generally below 2 per cent).■ INPS provide invalidity pensions as an income support to non self-sufficient individuals. These are not social benefits, but rather they belong to the pension system. <p>Cash benefits are an important part of the LTC system. According to the latest available data, 9.5% of persons aged 65 and older received cash benefits in 2008.</p> <p>A significant part of LTC is provided by family caregivers. A 2006 survey of 2,000 adults aged 50-89 in Italy showed that 11% of people over 50 years (about 2.3 million) provide care to an older dependent relative. Italy does not have any national legislation concerning cash benefits to households in order to support the care of relatives (see Tediosi and Gabrielle, 2010).</p> <p>Coverage rates (2005) Residential care/Semi-residential care: 3% Home care: 4.9% (Bettio and Veraschagina, 2012)</p>

SPAIN

PROVISION	DETAIL
Maternity Leave	<p>Sixteen weeks. Six weeks are mandatory and must be taken following the birth, while the remaining ten weeks can be taken before or after the birth.</p> <p>Leave can be extended by two to four weeks if an entitlement to reduced working hours (permiso de lactancia) is consolidated (see other working time reconciliation provisions below).</p> <p>Leave can be taken part time except for the six weeks following birth.</p> <p>Paid at 100 per cent of earnings up to a ceiling of €3,262.50 a month.</p> <p>Eligibility rests on women being employed, self-employed, or receiving unemployment benefits, and making Social Security contributions for at least 180 days in the seven years prior to taking leave, or 360 days over their entire working life.</p> <p>Mothers who do not meet job tenure requirements for maternity leave may still take the six postpartum weeks, and receive a flat-rate benefit of €532.51 per month (i.e. €17.75 per day).</p> <p>Employed mothers have the right to transfer up to ten of their 16 paid weeks of Maternity leave to the father provided they take the mandatory six weeks following childbirth.</p> <p>According to a 2012 survey², 80% of mothers aged 25 to 60, in paid employment when pregnant, used Maternity leave. Only 1.8 per cent of fathers in Spain shared some Maternity leave (Escobedo and Meil, 2013).</p>
Paternity Leave	<p>Fifteen calendar days.</p> <p>All employed and self-employed fathers are entitled to take this provided they have made Social Security contributions for at least 180 days in the seven years prior to taking leave, or 360 days over their entire working life.</p> <p>The first two days must be used at the time of birth and the remaining period can be used during or immediately after the end of maternity leave.</p> <p>Fathers who work in the private sector and need to travel in their work are also entitled to an additional two days, paid by the employer.</p> <p>Fathers can take leave on a part-time basis with the employer's agreement</p> <p>Paid at 100 per cent of earnings up to a ceiling of €3,262.50 a month.</p> <p>According to a representative 2012 survey of 4,000 people of working age (25 to 60) living in Spain, 74 per cent of men who became fathers after the introduction of paternity leave and were working at that time took up their entitlement (Escobedo and Meil, 2013).</p>
Parental Leave	<p>Each parent is entitled to unpaid parental leave, which can be taken up until three years after childbirth.</p> <p>Both parents can use this leave simultaneously, unless they are working for the same employer (in which case the employer may object).</p> <p>Eligibility rests on being employed for at least one year's service with their current employer.</p> <p>Employees on temporary contracts are also entitled to leave provided it is for shorter time than their contract period. The self-employed are not eligible.</p>

² The social use of Parental leave is a representative telephone survey of 4,000 people of working age (25 to 60) living in Spain, conducted during the first quarter of 2012.

PROVISION	DETAIL
Parental Leave	<p>Employees are credited with social security contributions, which affect pension accounts, health cover and new Maternity or Paternity leave entitlements, for the first two years in the private sector and for the whole period in the public sector.</p> <p>Take up of parental leave is very low. According to a 2012 survey of 4,000 people of working age (25 to 60), only 0.5 per cent of men aged 25 to 59 who were working when they became fathers made use of parental leave, compared to 10.4 per cent of women (Escobedo and Meil, 2013).</p>
Other working-time reconciliation provisions	<p>Unpaid career breaks are recognised as voluntary leave. The only employment protection offered is to be able to claim the right of return to an equivalent job before the end of the leave, once there is a vacancy.</p> <p>Employees are entitled to two days of paid leave to care for a seriously ill child or for other family reasons such as serious illness, hospitalisation, or death of a relative.</p> <p>Employed parents are entitled to full- or part-time leave (with a minimum reduction of 50 per cent of working time) to take care of a seriously ill child under 18 years old. The scheme is paid at 100 per cent of regulatory basis from sickness insurance, with previous contributory requirements as for Maternity and Paternity leave.</p> <p>Employees can take leave for caring elder dependants of up to two years, or a reduction in working hours by between an eighth and a half. In the first year, employees are entitled to return to the same job. In cases of chronic dependency, the informal carer on leave may receive a payment, between €180 and €520.69 per month in case of co-residence.</p> <p>Employees in the public sector can extend the unpaid leave to care for an elderly relative for up to three years, with the whole period credited with social security contributions and related social protection benefits.</p> <p>During the first nine months after the child's birth (twelve months in the public sector), employed mothers are entitled to one hour of absence during the working day without loss of earnings (permiso de lactancia). Mothers can consolidate this reduction in working time as full-time leave, thus in practice extending their Maternity leave between two to four weeks.</p> <p>A working parent can reduce their working day by between an eighth and half of its normal duration to care for a child until the eighth year (or the twelfth year if working in the public sector), or to look after a disabled child. There is no payment, but workers taking this 'part-time leave' are credited with up to two years full-time social security contributions.</p>
Formal Child care services	<p>Children aged 0-3 years old</p> <p>Childcare is limited because it is the responsibility of the social services, not the education system.</p> <p>Nurseries can be either state or privately run with private facilities usually more expensive. The distribution between public and private nursery schools for children under the age of three is 42 per cent in the public sector and 58 per cent in the private sector. The cost for a state nursery is approximately €250 a month. Obtaining a nursery place that is subsidised by the state usually means applying to the Comunidad (regional authority) and providing evidence of low income. Given coverage varies widely between regions, there are a insufficient number of places and private places remain very expensive.</p>

PROVISION	DETAIL
Formal Child care services	<p>There is usually a €400 annual fee for private nursery in addition to an enrolment fee to reserve a place. On top of this is the monthly fee, which varies between €400 and €600. A significant proportion of children under three are cared for on an informal basis at home, mainly by women.</p> <p>Children aged 3-6 years old There is a free entitlement to a pre-school place from the age of three until compulsory education. According to 2011 EU-SILC data, the coverage rate is high with 86 per cent enrolled in formal childcare.</p> <p>However, this masks a significant shortfall in care provision because as many as 45 per cent of all children aged between three and six are only enrolled in formal childcare on a part-time basis.</p> <p>Children aged 6+ years old Cutbacks on 2012 and 2013 education budgets are putting at risk the creation of additional places and regional education departments cannot meet their payments to subsidise current childcare services. These cuts are also behind emerging difficulties to provide out-of-school services and basic extra time schooling activities</p>
Elderly care services	<p>Public funding of long-term care services in Spain has been limited, with marked regional differences. This has led to a significant expansion in privately provided services.</p> <p>The LTC system now includes services and cash allowances with provisions for those with the severest levels of dependency. The government intends to extend provisions to those with lower levels of dependency by the end of 2014 but there have already been difficulties linked to the unequal implementation across regions.</p> <p>Three types of allowances are available</p> <ul style="list-style-type: none"> ■ Allowance for the care recipient to hire services – in 2009, benefit levels ranged from €400 to €831 per month depending on level of need. ■ Allowance for the care recipient receiving informal care – for relatives of the dependent person or close neighbours. In 2009, benefit levels ranged from €300 to €519 per month depending on level of need. ■ Allowance for personal assistance – for individuals who have a high degree of disability to hire personal help from a carer with professional qualifications. In 2009, benefit levels ranged from €609 to €812 per month depending on level of need. <p>The following in-kind benefits are available:</p> <ul style="list-style-type: none"> ■ Facility-Based (Institutional) Long-Term Care Services: Institutional care includes regional centres, municipal centres and privately provided institutions. Most institutions are private with only 24 per cent of residences publicly-owned. ■ Day care centres are mostly private (65%) but publicly subsidised at 60%. Co-payment is required for food board and lodging services. ■ Home-care services include prevention and promotion of personal autonomy, help with personal care and with instrumental activities of daily living. Co-payments are required.

PROVISION	DETAIL
Elderly care services	<p>In 2009, 0.3% of the population over the age of 65 years received long-term care in institutional settings and medical facilities, while 1.2% of this population group received care at home (OECD, 2011d).</p> <p>There is a heavy reliance on family members to provide informal unpaid care. Spain has one of the highest shares of the population providing informal care to old or disabled people across the OECD.</p> <p>Coverage Rates (2008) Residential care: 4.4% Semi-residential care: 0.8% Home care: 4.7% (Bettio and Verasgchangina, 2012)</p>

SWEDEN

PROVISION	DETAIL
Maternity Leave	<p>Fourteen weeks. Seven may be taken before childbirth and seven weeks can be taken thereafter. It is mandatory for women to take two weeks of leave either before or after the birth.</p> <p>Paid at 80 per cent of earnings up to a ceiling of €43,070.</p> <p>Pregnant women are permitted to take an indefinite leave paid at 80 per cent of earnings if their job is a risk to the foetus and no other work can be made available.</p> <p>In 2010, 20 per cent of pregnant women took pre-birth leave for an average of 39 days (Duvander and Haas, 2013).</p>
Paternity Leave	<p>Ten days to be used at any time during the first sixty days after childbirth.</p> <p>Paid at 80 per cent of earnings up to an earnings ceiling of SEK 333,700 (€39,277) per year</p> <p>For all children born in 2011, 75 per cent of fathers, same-sex partners or other designated person took this leave (Duvander and Haas, 2013).</p>
Parental Leave	<p>Each parent is entitled to take leave from work until their child is 18 months old.</p> <p>There are also 480 days of paid leave available per family. Sixty days are reserved for each parent and cannot be transferred (i.e. the mother's and father's 'quota'). Out of the remaining 360 days, half are reserved for each parent.</p> <p>Parents may use the paid leave at any time up until a child's eighth birthday or the end of the first school year.</p> <p>For eligible parents, 390 days of leave are paid at 80 per cent of earnings up to an earnings ceiling of SEK445,000 (€51,864) per year; the remaining 90 days are paid at a flat-rate payment of SEK180 a day (€21). Non-eligible parents receive SEK225 (€26) a day for 480 days.</p> <p>A 'Gender Equality Bonus' offers an economic incentive for families to divide Parental leave more equally between the mother and the father. Both parents receive 50 SEK (€6) each per day for every day they use the leave equally. The bonus applies to the 390 days of earnings-related leave after the two reserved months are used by each parent (i.e., 270 days). When parents share the leave equally the bonus is worth a maximum of SEK 13,500 (€1,573)</p> <p>Almost all families use paid Parental leave in Sweden. Although it is possible to use this benefit until a child reaches the age of eight years or after the first school year is ended, the majority of parents take the main part of the leave before their child reaches the age of two years.</p> <p>The introduction of a father's quota in 1995 (one month) and its extension in 2002 (to two months) both led to more fathers taking more leave; though the second month had a less dramatic effect than the first.</p>
Other working-time reconciliation provisions	<p>A third of municipalities provide a child-raising allowance of up to SEK3,000 (€350) per month for parents with a child aged one to three years who do not use publicly-funded childcare services, and for whose child 250 days of Parental leave have already been used. Relatively few parents take advantage of this benefit.</p> <p>There is also a temporary parental, which is a family entitlement of 120 days of paid leave per year for parents who stay at home to take care of a sick child up to 12 years old. It is paid at 80 per cent of earnings, up to an earnings ceiling of SEK333,700 (€39,277) per year. This is mainly taken up by mothers.</p>

PROVISION	DETAIL
Other working-time reconciliation provisions	<p>Parents whose children are sick or functionally disabled for more than six months can elect to receive a care allowance from the birth of the child until h/she reaches 19 years old. The maximum amount received per year is SEK111,250 (€12,966).</p> <p>Until a child reaches the age of eight years 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.</p>
Formal child care services	<p>Children aged 0-7 years old</p> <p>From the age of one up to school entry age (seven years old) children are entitled to an ECEC place, available on a full-time basis if their parents are employed, or a part-time basis if their parents are not employed.</p> <p>Public childcare is widely available so the number of places available for pre-school children (and for school-age children aged between seven and nine) generally corresponds with demand.</p> <p>The main type of ECEC is the preschool (förskola), which offers all-year and full-day provision for all children aged between one and six.</p> <p>The 'open preschool' offers part-time playgroup activities to children mostly under three years old, accompanied by their parents/carers. Family day care homes (familjedaghem) also offer full-time care for pre-school children (OECD, 2006).</p> <p>All three to five year olds are entitled to at least 525 hours of pre-school a year, free of charge. This entitlement is fully integrated into the full-time preschool centres and most children attend full-time.</p> <p>According to 2012 data from the Swedish National Agency for Education, 84 per cent of all children aged one to five were in publicly-financed day-care, ranging from 49 per cent of one-year-olds to 95 per cent of five-year-olds (cited in Duvander and Ferrarini, 2013)</p> <p>Nearly all six year olds (99 per cent) attend a (separate) preschool class before starting school. This is also available for 525 hours per year and free of charge. The large majority (84 per cent) top up this free part-time service with afterschool care (fritidshem), which is strongly state subsidised.</p> <p>From age seven, children attend compulsory comprehensive school followed by after school care. In 2011, 83 per cent of all children aged six to nine were enrolled in after-school care (Swedish National Agency for Education (Skolverket), 2012).</p>
Elderly care services	<p>All elderly Swedish citizens who are in need of care have a statutory right to claim eldercare services from their municipality.</p> <p>Public eldercare is almost completely financed by local municipal taxes (85 per cent of total LTC) and grants from the national government (11-12 per cent of total LTC). Recipients only pay 5 per cent towards the total cost of their care (OECD, 2011b)</p> <p>Almost half of the country's municipalities also provide communal meals for the elderly at special day centers, while a few organise small groups of elderly people into teams that cook their own meals.</p> <p>Increasingly, municipalities are choosing to privatise parts of their elderly care although all recipients can choose whether they want their home help or special housing to be provided by public or private operators. In 2011, private care provided services for 18.6 per cent of all elderly people getting home help (Sweden.se, 2013).</p>

PROVISION	DETAIL
Elderly care services	<p>Residential care is less common. Out of the 1.7 million people aged 65+ years old in Sweden, most (about 93%) live at home with or without home help services and more than 95,000 (5.6%) live in special housing (Hellqvist and Lidbrink, 2010).</p> <p>Informal care by the family has increased, mainly among older people with fewer resources and this increase is largely in care provided by daughters. It has been estimated that 70 per cent of all care for frail, elderly people is provided by family, relatives and friends and approximately 30 per cent is provided by tax-funded care services (Sundstrom et al 2002 cited in Ulmanen, 2012).</p> <p>The Swedish government recognizes the importance of informal caregivers and has made several benefits available to help these workers such as an entitlement to leave of up to 100 days paid up to 80% of their income to care for a family member who is in a terminal care situation. There are also State incentive grants provided to municipalities to develop support for informal and family carers. In some municipalities, informal caregivers are also eligible for an attendance allowance.</p> <p>Coverage rates (2008)</p> <p>Residential care: 5.8% (male: 3.9%; female: 7.2%)</p> <p>Semi-residential care: 0.7% (males: 0.8%; female: 0.7%)</p> <p>Home care: 9.4% (male: 6.8%; female: 11.5%)</p> <p>(Bettio and Verasgchagina, 2012)</p>

UNITED KINGDOM

PROVISION	DETAIL
Maternity Leave	<p>One year made up of 26 weeks paid Ordinary Maternity Leave (OML) and 26 weeks of Additional Maternity Leave (AML).</p> <p>Leave can start from eleven weeks before the expected week of childbirth, and mothers can return to employment from two weeks after childbirth.</p> <p>Statutory Maternity Pay is for 39 weeks where the first 6 weeks are paid at 90% of average earnings with no ceiling and the next 33 weeks are paid at £136.78 (€163.73) or 90% of average weekly earnings if that is lower. To qualify, mothers must have worked for their employer continuously for 26 weeks up to the 15th week before the expected week of childbirth and earn, on average, £109 (€130.58) a week.</p> <p>Mothers who are not eligible for SMP because they have recently left work, changed jobs, or are self-employed may be eligible for a Maternity Allowance also paid for 39 weeks at the flat rate of £136.78 (€160) or 90 per cent of average gross weekly earnings, whichever is the lowest. To qualify, they must have worked for 26 weeks out of the 66 preceding the expected week of childbirth and have earned at least £30 (€35.94) a week on 13 of these weeks.</p> <p>Take-up of maternity leave is universal although most return to work before the end of the unpaid AML entitlement.</p>
Paternity Leave	<p>Two consecutive weeks paid at £136.78 (€163.73) or 90% of average weekly earnings if that is less.</p> <p>It cannot start until the baby is born, and must finish within 56 days of the baby's birth.</p> <p>Employed fathers are entitled to take a further 26 weeks of leave and 19 weeks of pay – at £136.78 (€163.73) per week or 90% of gross average weekly earnings if that is less (i.e. Additional Paternity Leave) provided his partner has ended her maternity leave no earlier than 20 weeks after the birth of the baby.</p> <p>APL is to be replaced by a system of shared, flexible parental leave from 2015 (see 'parental leave' below).</p> <p>According to the 2009-10 Maternity and Paternity Rights and Women Returners Survey, 91 per cent of fathers took time off around the time of their baby's birth but out of those taking time off, only 49 per cent took statutory Paternity leave.³</p> <p>Take up of APL is very low with only 1 in 172 fathers (0.6%) taking up this entitlement in 2011-12 according to a report by the Trades Union Congress (13 June 2013).</p>
Parental Leave	<p>Both parents can take up to 18 weeks', unpaid parental leave for each child up to their fifth birthday provided they are employees who have completed one year's continuous employment with their present employer.</p> <p>Leave may be taken in blocks or in multiples of one week up to and for no more than four weeks per year unless the employer agrees otherwise.</p> <p>From 2015, flexible, shared parental leave (SPL) and statutory parental pay will be introduced, which will replace the current system of APL described above.</p>

³ 25 per cent statutory leave plus other paid leave, 18 per cent other paid leave only and 5 per cent unpaid leave (Chanfreau et al 2011).

PROVISION	DETAIL
Parental Leave	<p>The SPL scheme will allow mothers to commit to end their maternity leave and pay at a future date, and share the untaken balance of leave and pay as shared parental leave with their partner. This means that after the first two weeks of Maternity leave, the mother will be able to transfer Maternity leave to her partner so parents can effectively share 50 weeks of leave and 37 weeks of pay originally available to the mother.</p> <p>Unlike the current system of APL, leave can be taken more flexibly (in a minimum of) one-week blocks interspersed with periods of work, and parents can take leave at the same time.</p> <p>Statutory Shared Parental Pay will be available for eligible employees meeting prescribed qualifying requirements, although income replacement levels would not be any greater than the current Maternity Leave provision. That is, partners taking Statutory Shared Parental Pay will be paid at the lesser of 90 per cent of earnings or the flat rate of £136.78 (€160). The remaining 13 weeks of the first year would be unpaid.</p> <p>Take-up of parental leave is very low, particularly amongst fathers. The fourth Work-Life Balance Employee survey 2011 showed that only 11% of employees had taken up parental leave (out of 579 employees who were parents with dependent children aged under six years old) (Tipping, Chanfreau and Tait, 2012).</p> <p>The TUC (13 June 2013) have recently estimated only 2-8% of fathers will use the new SPL scheme once it is in place.</p>
Other working-time reconciliation provisions	<p>The Right to Request flexible or reduced hours, first introduced in 2003⁴, has been put in place to help employees who have children aged 17 and under, a disabled child under 18 years or those who care for a spouse, partner, civil partner, relative or other adult living with them to negotiate better working conditions in low paying sectors.</p> <p>Employees need to have worked for their employer continuously for 26 weeks in order to be eligible. Employers have a legal duty to consider these requests and may refuse them only where there is a clear business ground for doing so.</p> <p>The government recently legislated to extend the right to all employees from 2014.</p> <p>Flexible working continues to be primarily taken up by women, particularly mothers – largely in the form of part-time work. In the UK, part-time employment tends to be poorly paid, lower skilled and with less opportunity for progression so this trajectory perpetuates occupational segregation.</p>
Child care services	<p>There has also been some expansion of nursery and day-care centres (since 1998) which typically take children from the age of six months (sometimes earlier) until mandatory school age (five years old). The cost for privately purchased childcare is largely borne by private households.</p> <p>Childcare is expensive. OECD data for 2012 shows that the cost of childcare accounts for 40.8 per cent of the average wage in the UK (The Guardian, 21 May 2012).</p> <p>There are childcare tax credits and benefits for low-income employed families and some other state support targeted at low income/disadvantaged families.</p>

⁴ The right to request flexible working was first introduced in April 2003 for employed parents of children under 5 or under 18 if the child is disabled. This was extended to carers of some adults in April 2007 and in April 2009 for parents of children under 17.

PROVISION	DETAIL
Child care services	<p>All three and four year olds are entitled to 15 hours of free, early years education for 33 weeks per year during the school term. Nearly all eligible children (98 per cent) take up their place (Daycare Trust 2006). This provision was extended to 20% of the most disadvantaged two years old in September 2013, and there are plans to extend this to 40% of two years olds by September 2014.</p> <p>'Sure Start' children centres provide services for children up to 14 years of age (16 years for those with disabilities and special education needs) and municipal nurseries offer subsidised places targeted at social services 'at risk' families, low-income families and municipal employees.</p> <p>The main out-of-school care facilities for school age children are childminders along with breakfast, after-school and holiday clubs, mainly run by third sector organisations or private companies.</p> <p>The cost of out-of-school care is expensive. The childcare Costs Survey 2012 shows that childcare prices are rising significantly above the rate of inflation in England. Costs for after-school clubs, nursery and childminder places for the over-twos rose by more than 5 per cent over the last 12 months.</p> <p>There is also a mismatch between supply and demand with sizeable vacancies in daycare, out-of-school and childminder places in some areas. Yet this coexists with a large proportion of parents reporting shortages. Moreover, childcare services are often not flexible enough to meet parent's working hours despite the increase in flexible working, which although positive, has not been matched by an increase in flexible childcare.</p>
Elderly care services	<p>Three types of formal eldercare services exist in the UK: Domiciliary care ('homecare') encompasses a range of support services to help people live as independently as possible in their homes; Non-residential care ('day care') provides a range of care services for people with different levels of disability; Residential care caters for those with moderate through to the most severe levels of disability.</p> <p>The state is the main funder of formal elder care services. Local authorities are responsible for providing home care services and their budget is allocated by central government and financed from general taxation.</p> <p>Local authorities can decide not to fund the lower levels of need, depending on the council's available budget so only a small number of local authorities fund care for those assessed as having a 'low' need for care and when budgets are stretched, the needs thresholds for other categories become more difficult to cross (Urwin and Rubery 2006).</p> <p>Residential care is very expensive. In 2011-12, the average annual care home free varied from £24,076 in Yorkshire and Humber to £31,096 in London although some care homes charge considerably more (Laing & Buisson, 2013). The main source of assistance for elders and other adults who need assistance with personal care and independent living is informal care provided by family members. Most informal carers are women and they are, on average, aged 55 years old (Glendinning et al 2009).</p> <p>The state provides some cash benefits to support informal care but informal carers bear hidden financial costs though reduced earnings and pension contributions.</p>

PROVISION	DETAIL
Elderly care services	<p>People aged 65 years or over may claim Attendance Allowance – a tax free payment of between £51.85 and £77.45 per week depending on the severity of the disability.</p> <p>Carers' allowance is also available to informal carers if they are providing an extensive amount of care – at least 35 hours a week – for an elder person in receipt of Attendance Allowance. The basic rate is only £53.10 per week.</p> <p>Coverage rates (2004): Residential care/Semi-residential care: 4.2% Home care: 6.9%</p> <p>Source: OECD (Bettio and Verasgchagina, 2012)</p>



