

BEST CASES FROM THE REGION AND BEYOND

These practices are selected from the publication:
ANALYSIS OF GENDER-RESPONSIVE FAMILY FRIENDLY POLICIES IN ALBANIA



There are a number of countries that have regulated their policies to support the work-life balance and enable a more friendly environment for families.

LEAVE ARRANGEMENTS

PARENTAL LEAVE



Norway provides a flexible parental leave system with a maternal and paternal quota and a joint period that parents can share.

Maternal quota is 15 weeks at a benefit rate of 100 percent, and other 19 weeks at 80 percent. In addition to the maternal quota, the mother also gets the last three weeks before the estimated date of delivery.

Paternal quota is 15 weeks at a benefit rate of 100 percent, and another 19 weeks at 80 percent and can be taken from week seven after the birth in divided or consecutive weeks.

The joint period is 16 weeks fully covered, and 18 weeks at 80 percent which parents can share. When the father takes the parental benefit from the joint period, the mother can work, study or engage in other approved activity.

Parental leave can be taken from 60 days before the birth up until the child is 12 years old. The paid leave is 480 days per child, but only 96 days can be used after the child turns four years old.

During the first year of the newborn both parent can take simultaneously up to 30 days.



PATERNITY LEAVE



Paternity leave is 40 weeks at a benefit rate of 100 percent and 50 weeks at 80 percent.

Fathers should take a minimum of two months paternity leave. Due to the system in place, companies are aware that a new father needs to take care of the newborn and this practice is accepted and understood.

The father is entitled to 30 calendar days at a benefit rate of 100 percent paid days (plus additional 10 days for the birth of twins or 20 days for triplets).



CHILDCARE LEAVE



When the child is sick, a parent has 120 days per child up to the age of 12 covered at 80 percent. They also can take seven days off without a doctor's note.

FINANCIAL ARRANGEMENTS

All the examination programs during pregnancy, and until the child reaches the age of five, are free of charge if panel doctors of the health insurance company are consulted.





The government provides free schooling and supplies (books and other materials), as well as free healthcare for children until the age of 18.

The government of Sweden contributes around 120 euros a month per child under the age of 16.



Maternity leave for an employed or self-employed mother, who fulfills the insurance criteria, is at 100 percent of the base of her salary. If these conditions are not met, the cash benefit is 310 euro, per month.

PARENTAL ALLOWANCE

The parental allowance is intended for mothers (or fathers after 77 days from the birth of a child) who are not insured for parental care (students, unemployed) and amounts to 258 euro per month.



CHILDCARE ALLOWANCE



Since March 2017 Austria has adopted a new system for childcare allowance known as the flat rate system which varies from 15 to 35 euro per day (depending on the chosen duration of allowance). The duration of the allowance is 365 days to 851 days from the birth date of the child if one parent claims it, and 456 days up to 1,063 days if both parents claim it. For the income-related system of childcare allowance, the amount is 80 percent of the last income not longer than 365 days following the birth of the child if one parent claims it, and no longer than 426 days if both parents claim it.

ACCESS TO CHILDCARE

Austria provides day care facilities for babies and toddlers up to the age of three. The government also offers employee day care centres in or near the place of work, to support employees' access to childcare. Another system is the day parents care where fathers and mothers care for one or more children at home in a family unit. The financing of this system is covered through parent's contributions, public subsidies, and partially through childcare aid. Also grand-parents can be hired for dedicated care for children.



Finally, for school-age children apart from the school care and private care, there are also the options for all-day schools and open schools as alternative solutions for childcare.

WORK ARRANGEMENTS

PROTECTION OF EMPLOYMENT CONTRACT



Austria has regulated the protection of employees during pregnancy, maternity leave, part-time employment and abortive birth by setting a certain period of time in which employees can not be dismissed from work. As a result, women employees are not allowed to be dismissed during pregnancy and until four months after the delivery. Employees cannot be dismissed during the maternity leave and until four weeks after the leave has expired. Employees who choose to work part time after the birth of the child can not be dismissed during the part-time employment until four weeks after the end of the part-time employment and until the child becomes four years old.

FLEXIBLE WORKING HOURS

When the child requires enhanced or special care and nursing due to health or development issues as certified by a doctor, one of the employed or self-employed parents may work half of their working hours in order to provide care to their child. This arrangement can be used after parental leave and can last until the child turns three years old. While working part time the parent is entitled to a cash benefit equal to 310 euro per month covered by Croatian Health Insurance Fund.

