



Sustainability@Leave

CA21150

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Parenting Leave Policies in Estonia and Inequalities



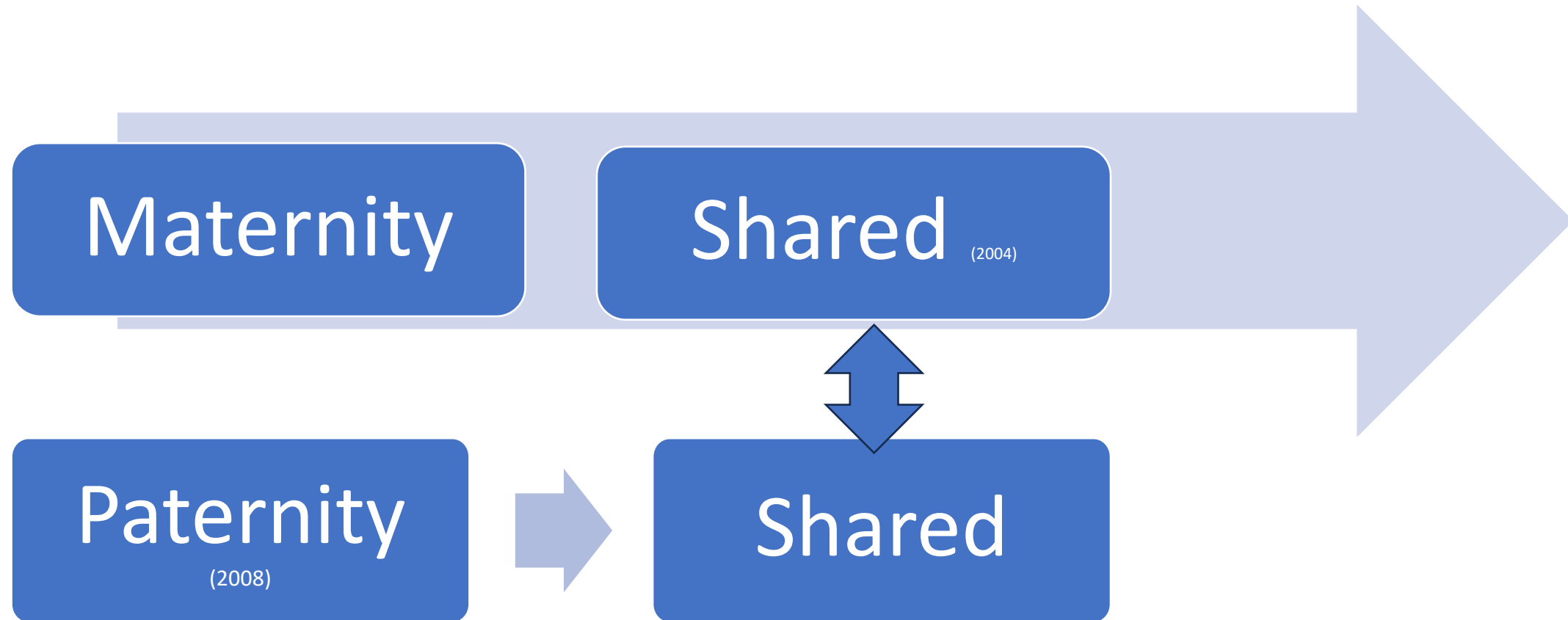


Parenting Leaves in Estonia: Types of Leave and Design Elements

- * **Situation**
- * **Policy change**
- * **Research on inequalities**



Leave system has historic roots



Parenting Leave recent policy changes

- Since 2008 income related parental leave (100% coverage) + large increase in total amount of benefit
- 2008 paternity leave 10 days
- 2020 paternity leave 30 days (before 10)
- 2022 flexibility - (maternal leave from 140 days to 100), shared leave, additional employment related policies up to child age 14, 10 days per child
- 2024 same sex parents have the same rights with other parents
- 2025 shared leave since day 31 (before 71)



Timing

BIRTH

30 DAYS

3 YEARS

Maternity max = 100 days, 100% take up

Paternity max = 30 days, 90% take up

Shared max = 475 days

Concurrently shared,
max 60 days

Additional employment related leaves 10 days per child



Who is eligible, who not?

- All inhabitants, but the length may vary according to employment status.
- Benefits vary according to social tax contributions. All have minimum ceiling and upper ceiling.

	Right to work	Social insurance	Right for additional salary	Length	Replacement %
Maternity	No	Yes	No	Employed 100 days (starting from 70 d before birth), not employed 30 days, if leave starts later leave days can be used as shared days, but not if leave will be taken less than 30 days before the birth.	100
Paternity	No	No	No	30 days	100
Shared leave	limited	Yes	Yes, but limited	Child 31 days old – 3 year, generally 475 calendar days, but depends on employment status (515 if mother did not have employment status) and use of maternity leave	100
Concurrently shared benefit, leave	Yes	Yes	Yes	60 days for both parents. Up to age 3 of a child, even if all leave days are used	100

Benefit level

- Depends on
- Employment status
- Decisions in the family

- **Maternity**

100% coverage with lower ceiling

Lower 725 per month if did not earn any taxable income, 820 if income was lower than minimum wage, no upper limit

- **Paternity**

100% coverage with lower and upper ceiling

654 euros per month if did not work, **725 EUR if lower than min salary, maximum 4733**

- **Shared**

100% coverage with lower and upper ceiling

Lower 725 per month if did not earn any taxable income, 820 if income was lower than minimum wage, 52621 is upper limit (income tax will be deducted)



Parenting Leave Policy in Estonia: Peculiar

- Leave and benefit days are separate. **You do not need to be on leave to get benefit = you can work with limited salary.**
- If **neither parent is on parental leave**, they choose which of them will receive the shared parental benefit.
- „Swedish“ speed Premium - **several children are born in close succession with an age gap between the children of less than three years, then the mother is entitled to maternity benefits immediately after the birth of the child. When calculating the benefits**, the parental benefit paid for the previous child is considered - if it exceeds the new planned parental benefit
- After the birth of the child and the registration of the birth in the population register, the **Social Insurance Board sends information about family benefits to parents**, offer with the types of family benefits they are entitled to in the self-service portal of the Social Insurance Board.
- Parents can go to the self-service section of the Social Insurance Board to see how many days of the parental benefit you have already used, how many days you have left.

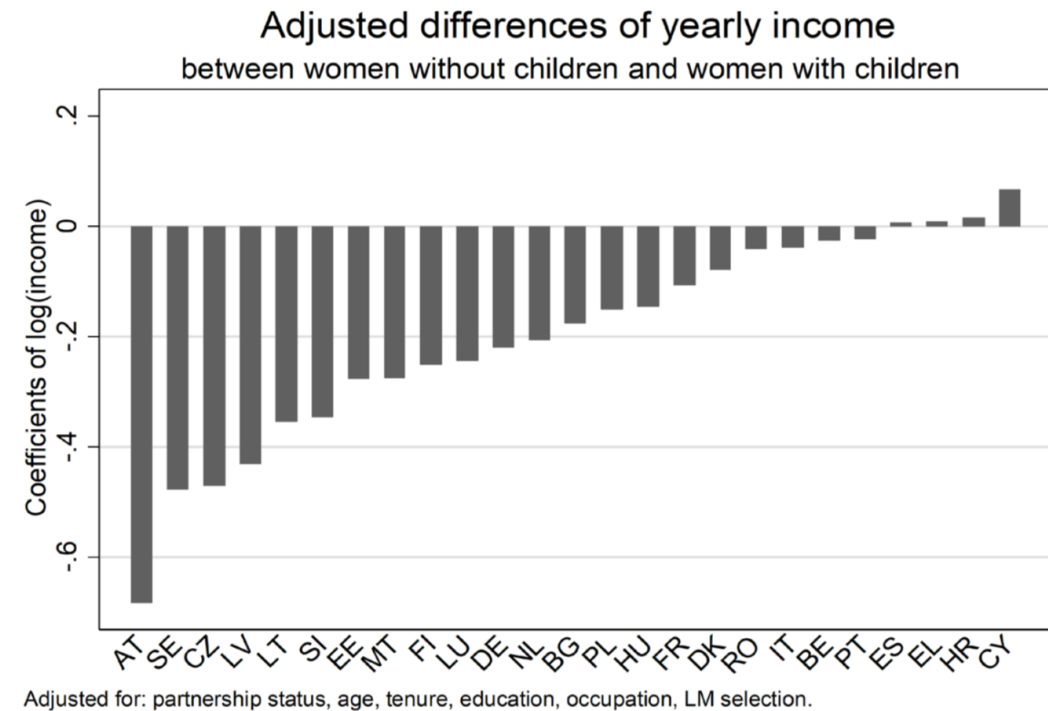
What do we know about take-up rates?

- Maternity leave 100%
- Paternity leave 90%
- Shared leave 19% fathers 2025 (6% 2017)

Parenting Leave Policy in Estonia: main themes and inequalities

- Take up, employment, reconciliation of work and family
- Why fathers use/do not use leave, gender issues

Unt, Lauri, Täht 2025



Parenting Leave Policies in Estonia and challengers

- Research gap /more internationally comparative surveys is needed
- Current problems /challenge is definition of family



Thank you

