

# Sweden – A Model For Europe?

Copenhagen, 28 June 2013

Jonas Hagelqvist  
CEO IKEM –innovative and Chemical  
Industries in Sweden

# Basic Facts Sweden

- Population: 9.6 million
- Current Workforce: 5.1 million
- Workforce with employment (15-74 years of age): 4.6 million
- 52 % men
- 48 % women

Source: Statistics Sweden

# Chemical Industry

- Number of employees: 55,000
- Men: 34,600 - 63 %
- Women: 20,100 - 37 %
- White collar employees: Men 56 %, Women 44 %
- Blue collar employees: Men 73 %, Women 27 %

Source: Confederation of Swedish Enterprise

# The Swedish Parental Leave System

- First maternal leave insurance: 1932
- Current legislation originates from 1974
- Then (1974):
  - 180 days of leave
  - Equal rights for women and men
  - Purpose: equal opportunities to take care of children and to make it easier for parents to work

# Current system

- Right to leave of absence for children up to 8 years of age
- Complex system- 6 different forms
  1. Full leave for mother in connection with childbirth
  2. Full leave for parent until child is 18 months or older with parental allowance (up to 480 calendar days per child)
  3. Shortened working hours with parental allowance (3/4 – 1/8 allowance)
  4. Shortened working hours without parental allowance, max 1/4 of full time
  5. Temporary parental leave (sick child, 10 "fathers days")
  6. Full or half leave with caretaker's allowance

# Compensation

- Total for each child: 480 days with child allowance (240 days/parent)
- Maximum allowance; 80 % of salary
- Cap: roughly Euro 3 000/month.

# Statistics

- In 2012,
  - 750 000 persons received parental allowance totalling roughly 50 million working days
  - 410 000 women (37.4 million working days = 76 %)
  - 333 000 men (12 million working days = 24 %)

# Child allowance and child care

- Child allowance: Eur 115/month from birth to 16 years of age per child
- Child care: Children aged 1-5 has a right to go to daycare
- Public or private alternatives. Local municipality responsible
- Maximum fee/month: EUR 130