

Family leave reform

Changes to parental benefits

The upcoming family leave reform will also affect the benefits available from Kela. Information about how the parental allowances available from Kela will change in autumn 2022 is collected on this page.

The reform seeks to recognise equally all kinds of situations, including those involving diverse families and various forms of entrepreneurship and self-employment. The goals of the reform are

- to allocate family leave entitlements and care responsibilities equally between the parents
- to strengthen non-discrimination and equality in working life
- to reduce the gender wage gap.

The new family leave model will provide families much more opportunity, flexibility and freedom of choice than the current system in terms of their family leave decisions.

New names for Kela family benefits






If the estimated due date of your baby is on or after 4 September 2022, you may be eligible for the following benefits:

- pregnancy allowance
- special pregnancy allowance
- parental allowance.

If the estimated due date is before 4 September or you have adopted a child who was placed in your care on or before 30 July 2022, the provisions in effect prior to the reform will be applied to your case and you will be eligible for the following benefits: maternity allowance, paternity allowance or parental allowance.

Family benefits are child-specific. If parents have two children within a relative short period of time, the legislation applied to each child may be different.

Parental allowances after the reform

	BIRTHING PARENT	THE CHILD'S OTHER PARENT
Pregnancy allowance	40 	0
Parental allowance	97 	97 
Transferable parental allowance	63 	63 
Total	200 days	160 days

Pregnancy allowance

The pregnant parent can go on pregnancy leave up to 30 working days or about 5 weeks before the estimated due date. During the pregnancy leave they are paid a pregnancy allowance. It is paid for a total of 40 working days, which is about 6.5 weeks.

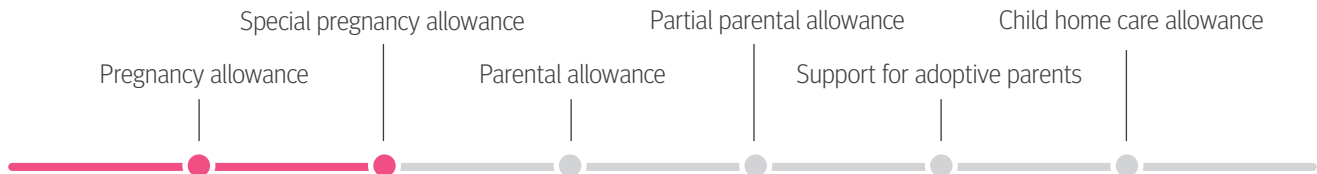
Apply for pregnancy allowance at least 2 months before the estimated due date. Before you apply, check if your employer will pay you a salary during the leave.

Special pregnancy allowance

If your work exposes you to radiation, chemical agents or an infectious disease, you can stay away from work as soon as you are pregnant. You get a special pregnancy allowance during this time.

Your pregnancy leave will resume once your baby is born. The pregnant parent will receive a pregnancy allowance during this time.

A new Act on Special Pregnancy Allowance will come into force on 1 August 2022. If you start your leave before 1 August 2022, you will receive special maternity allowance under the old law, and not special pregnancy allowance under the new law. However, you will receive pregnancy and parental allowance in accordance with the new law.



160+160 =
320 days =
14 months

Parental allowance

You can start your parental leave once your baby is born. Either parent can take the parental leave, or they can take the leave in turns.

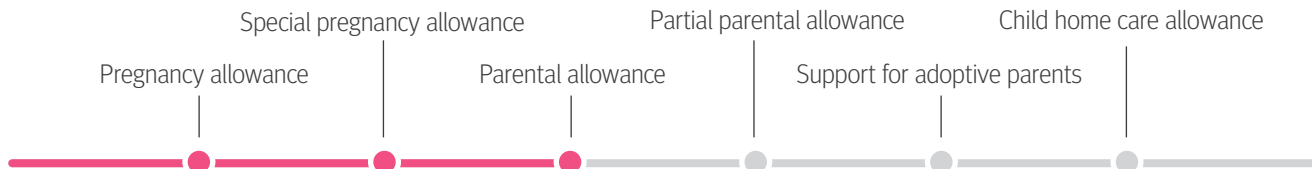
The parental leave lasts for a total of 320 working days, i.e. about 14 months. Each parent is entitled to half of the total amount of days, i.e. 160 days. Parents can give up 0–63 days (i.e. up to 10.5 weeks) of their personal quota to the other parent.

Kela pays a parental allowance during the parental leave. You can take parental leave in periods of various length until the child reaches the age of 2 years. However, you should agree your parental leave arrangements with your employer.

If parents have twins, Kela pays parental allowance for a total of about 84 working days more, i.e. for an additional 14 weeks.

Parents who are the sole caregiver for their child can use up the full 320 working day entitlement and stay on parental leave for longer. They can turn over up to 126 days to another caregiver. This requires that the child does not have a second parent whose parentage has been established and that the child's parent does not have a spouse or partner who could get parental allowance.

Apply for parental allowance no later than one 2 months before you want to start the parental leave. Under the new law, you will no longer have to include with your application to Kela a certificate showing that you have had a post-natal check-up.



Partial parental allowance

Parents can also work part-time and look after their child in turns. For this period, Kela pays partial parental allowance to both parents.

Any day on which you work 5 hours or less only counts as half a day against your parental allowance entitlement.

Support for adoptive parents

Kela supports the parents of an adopted child in largely the same way as it supports biological parents.

Adoptive parents cannot get pregnancy allowance, but they can get parental allowance for a total of 320 working days.

Parental allowance can be paid from the day when the adoptive child is first placed in your care.

If you adopt a child from another country, you can apply for assistance from Kela to help cover the costs of adoption.

Child home care allowance

The family leave reform will also affect your child home care allowance if you receive benefits for your child in accordance with the new law.

Under the new law, you can start a child care leave and receive child home care allowance 160 working days after the birth of your child, at which point he or she will be about 6 months old.



You may also be eligible for other benefits for families with children

In addition to the above, families can also get a maternity grant in the form of a maternity package or a cash payment. Besides the child home care allowance, they can also get other benefits for families with children after the family leaves have ended. These are the private day care allowance, the flexible care allowance and the partial care allowance.

You should also check your eligibility for other benefits that may be relevant to families, including housing benefits, financial aid for students, benefits for conscripts, unemployment benefits, and benefits related to sickness and incapacity.

Read more

www.kela.fi/lapsiperheet

www.fpa.fi/barnfamiljer

www.kela.fi/family