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Factsheet for case NO-2020-1/755

Extended right to care benefit for employed parents

Factsheet generated on 23 April 2020, 13:42

Country	Norway, applies nationwide
Time period	Temporary, 01 January 2020 - 31 December 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Temporary period of leave (e.g. mandatory leave)
Case created	21 April 2020

Background Information

The Covid-19 pandemic has made it necessary to close schools and kindergartens across the country. Parents who are entitled to care benefit can receive care money to stay home with children during the closure. The difficult situation can increase the need to care, hence the number of care days a parent can receive care benefit is temporarily doubled for the calendar year 2020. Increased use of care benefit in the current situation can have major financial consequences for employers and the Norwegian business community. To reduce the burden on employers, the employer's responsibility to pay for care benefit is reduced to 3 days, and the employer can seek reimbursement from The Norwegian Labour and Welfare Administration for pay from the fourth day.

Content of measure

Employees are usually entitled to care benefit, also called "sick-child-days", when they need to be absent from work if a child, or the person who usually looks after the child, is ill. Due to the Covid-19 pandemic, the number of days a parent is entitled to is doubled from 10 to 20 days per calendar year when you have one or two children under the age of 12 and from 15 to 30 days per calendar year when you have more than two children under the age of 12. The employer's responsibility for paying the care benefit days is reduced to 3 days (regularly 10 days). The employer also offsets other days of care allowance, but may seek a refund from the Labor and Welfare Administration from the fourth day. Self-employed workers and freelancers are entitled to care benefit from The Norwegian Labour and Welfare Administration from the 4th day of absence (regularly from the 11th day of absence).

Use of measure

No information to date.

Actors, target groups and funding

Actors	Target groups	Funding
Other social actors (e.g. NGOs) Public employment service	employees children (minors) parents All companies	National funds

Social partners

Role of social partners	Consulted
Form of involvement	Direct consultation

Social partners have been consulted regularly during design and implementation of the measure.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 27 January 2020: General information on care benefit, updated January 2020 (www.nav.no)
- 20 March 2020: Foreldres rett til omsorgspenger doubles (www.regjeringen.no)
- 21 April 2020: Midlertidig forskrift om unntak fra folketrygdloven og arbeidsmiljøloven i forbindelse med covid-19-pandemien (lovdata.no)