

Finland Family Leave Reform 2022 (Perhevapaauudistus) — Gender-Equal Parental Quota

Gender Equality · Good practice · Finland

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

Finland's 2022 reform grants each parent 160 non-transferable leave days. By 2024, fathers' share of total parental benefit days rose from 12.5% (2021) to 20.9%, with average days rising from 44 to 78 (Kela data).

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-20

[Ministry of Social Affairs and Health / Kela \(Social Insurance Institution of Finland\)](#) — accessed 2026-06-20

[Kela — Family leave reform results \(official\)](#) — accessed 2026-06-20

[Yle — More fathers taking parental leave since 2022 law change](#) — accessed 2026-06-20

[Nordic Council of Ministers — Parental leave in Finland \(2025\)](#) — accessed 2026-06-20

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