

Norway

Distinctive Features: Explicit family policy with emphasis on gender equality; universalism; child orientation; early childhood education and care (ECEC) service provision; generosity of family benefits.

Maternity / Parental Leave

Benefit	Universal cash benefit and job-protected leave, includes adoption
Eligibility Criteria	Universal for working parents
Duration of Leave	Maternity: compulsory 9 weeks including 3 weeks before birth and 6 weeks after; Paternity: 4 weeks use it or lose it; Parental: Up to 52 weeks (In addition, one year unpaid parental leave)
Compensation Rate	Either 52 weeks w/ 80% wage replacement or 42 weeks w/ 100% wage replacement
Other Parental Leaves	Time Account allows parents to work between 50-90% time at full salary until child is age two. Cash Benefit Scheme is a cash benefit for parents who stay at home with child under 3. 10 day leave to care for an ill child under 12.

Early Childhood Education and Care

Age Group Served	1-5
Eligibility Criteria	Universal
Locus of Care	Largely center-based
Fees	Income-related
Funding Strategies	National govt. (40%), municipal (30%), parent fees (30%)
Access/Coverage (%)	60% of children ages 1-5

Family and Child Allowances

Benefit & Eligibility	Universal tax-free cash benefit for all residents with children under age 18
Benefit Levels	Substantial: About \$1,500 for first child; progressively more for each additional child. There are also annual supplements for children ages 1-3 and for lone parents.

Child Support

Benefit	Guaranteed minimum child support advanced by govt. agency.
Maintenance Rate	Formula: 11% of non-resident parent's income for one child, 18% for 2, 24% for three, 28% for 4 or more.

Other Child-Conditioned Income Transfers

Benefits	Special lone mother's benefit (transitional allowance) for those with a child under age 3; Survivor's Benefits (Child Pension); social assistance.
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Child and Adolescent Health

Access to Coverage Universal coverage through national health service; free care through maternal and child health stations.

Housing Benefits

Benefit No housing allowances; interest on mortgages is tax-deductible.

School-Age Children Policies

Compulsory School Ages 6 – 16

School Hours Flexi-time patterns; length of day increases with the age of the child.

Reconciliation of Work and Family Life

Includes parental leaves, ECEC, right to part time work.