

Parental leave for children born on 2 August 2022 or later

The right to be absent due to parental leave

Each parent is entitled to be absent for 32 weeks after the 10th week after childbirth. Please notice that here is not salary or benefits for all 32 weeks. The right of absence may be extended to 40/46 weeks.

32 weeks: to be held in the weeks 11-42 after childbirth

40 weeks: to be held in the weeks 11-50 after childbirth

46 weeks: to be held in the weeks 11-56 after childbirth

Leave with parental leave benefit

48 weeks of parental leave benefits are divided equally between both parents, provided parents live at the same address when the baby is born – i.e. 24 weeks of leave for each parent (24+24 model).

Mother

Pregnancy leave: 4 weeks before the estimated date of delivery (earmarked)

Maternity leave: 2 weeks after birth, week 1-2 (earmarked, must be taken)

8 weeks after birth, week 3-10 (can be transferred)

= 10 weeks

Parental leave: 9 weeks after birth, week 11-19 (earmarked)

5 weeks after birth, week 20-24 (can be transferred)

= 14 weeks

Total: 10 + 14 = **24 weeks**

Father/non-birth mother

Paternity leave: 2 weeks after birth (earmarked)

= 2 weeks

Parental leave: 9 weeks after birth (earmarked)

13 weeks after birth (can be transferred)

= 22 weeks

Total: 2 + 22 = **24 weeks**

Total: 24 + 24 = 48 weeks

Leave with pay/salary

The paid weeks are not extra weeks with the right to leave. The salary agreement only entitles you to pay during some of the weeks with benefit. It is still the same number of leave weeks, but some of the weeks are with pay instead of benefit.

Mother

Pregnancy leave: 6 weeks before the estimated date of delivery (earmarked)

Maternity leave: 2 weeks after birth, week 1-2 (earmarked, must be taken)

8 weeks after birth, week 3-10 (can be transferred)

= 10 weeks

Parental leave: 10 weeks after birth (of these 9 weeks are earmarked) *

Father/non-birth mother

Paternity leave: 2 weeks after birth (earmarked)

Parental leave: 7 weeks after birth (earmarked) *

** Agreement change applicable to children born on 1.4.2024 or later:*

Father/non-birth mother will be entitled to 3 extra weeks with pay (i.e. 10 weeks with salary instead of 7 weeks).

Shared leave

Parental leave: 6 weeks after birth

Together, the parents are entitled to 23 weeks of parental leave with pay:

- 10 weeks (mother) ^α
 - 7 weeks (father/non-birth mother)
 - 6 weeks (can be shared)
- = 23 weeks in total**

If the mother takes all the 6 shared weeks with parental leave

By taking the 6 shared weeks, the mother is entitled to pay for up to 26 weeks (10 weeks of maternity leave, 10 weeks of parental leave (mother's own weeks) and 6 weeks of parental leave (the shared weeks)).

The right to pay during leave is conditional on Aarhus University being able to receive reimbursement corresponding to the benefits during the absence.

As a general rule, the weeks with benefits are divided equally between the parents (24 weeks for each parent).

This gives a difference of 2 weeks, as the mother can take 26 weeks with pay, but there is only benefits for 24 weeks. This means that Aarhus University has two weeks with pay (week 25 and 26 after birth) for which we cannot be reimbursed.

The solution is that the father/non-birth mother transfers at least 2 weeks with benefits to the mother, whereby the mother is entitled to full pay in all 26 weeks.

If the father/non-birth mother does not transfer any leave to the mother, a reduced salary will be paid to the mother, which constitutes the difference between the benefit rate and the mother's normal salary.

Your employer must be notified no later than six weeks after the birth

No later than six weeks after the birth, you must submit a plan to your employer for the total leave to which you are entitled in connection with the birth. It is not only the part of the leave that you want to take now that you need to notify your employer about. If your partner has transferred leave to you, or if you wish to postpone leave to be taken at a later date, your employer must also be notified of this no later than six weeks after birth.

All leave must be stated on parental leave form 2, which must be submitted to Bettina H. Acthon in the PhD administration no later than 6 weeks after birth.

NOTE!

If you extend your leave by partial resumption of work, you cannot also extend your leave to 40 or 46 weeks (i.e. extend your leave by 8 or 14 weeks).

Examples of leave (weeks with pay and benefits)

Example 1

The mother takes her own leave. The father takes his own leave plus the 6 shared weeks. Both parents are state employed.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	14 weeks in total: 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 4 weeks with benefits
Total leave	30 weeks (26 weeks with pay and 4 weeks with benefits)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	22 weeks in total: 7 weeks with pay (<i>earmarked</i>) * 6 (shared) weeks with pay (<i>of which 2 weeks are earmarked</i>) * 9 weeks with benefits
Total leave	24 weeks (15 weeks with pay and 9 weeks with benefits)

* The father has the right to 7 weeks of parental leave with pay. In this example, he also takes all the shared weeks with pay (6 weeks). This means that he has the right to pay for 13 weeks of the 22 weeks in total.

Example 2

The mother takes her own leave plus the 6 shared weeks. The father takes his own leave. Both parents are state employed. In order for the mother to take all the 6 shared weeks with pay the father must transfer 2 weeks of leave to her.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	14 weeks + 2 weeks transferred from the father = 16 weeks in total: 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (shared) weeks with pay *
Total leave	32 weeks (32 weeks with pay – non with benefits)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	22 weeks – 2 weeks transferred to the mother = 20 weeks in total: 7 weeks with pay (<i>earmarked</i>) 13 weeks with benefits (<i>of which 2 weeks are earmarked</i>) *
Total leave	22 weeks (9 weeks with pay and 13 weeks with benefits)

* The mother has the right to 14 weeks of parental leave: 10 week with pay (*of which 9 weeks are earmarked*) and 4 weeks with benefits. If the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. This will result in a difference of 2 weeks (week 25 and 26 after birth), which must be transferred from the father's parental leave.

NB: If these 2 weeks of parental leave with benefits are not transferred to the mother, she will receive a reduced salary equal to the difference between the parental leave allowance and her normal salary.

Example 3

The mother transfers 4 weeks of parental leave to the father. The father takes his own leave, the transferred weeks and the 6 shared weeks. Both parents are state employed.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	<i>14 weeks – 4 weeks transferred to the father = 10 weeks in total:</i> 10 weeks with pay (<i>of which 9 weeks are earmarked</i>)
Total leave	26 weeks (26 weeks with pay – non with benefits)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	<i>22 weeks + 4 weeks transferred from the mother = 26 weeks in total:</i> 7 weeks with pay (<i>earmarked</i>) 6 (shared) weeks with pay (<i>of which 2 are earmarked</i>) * 13 weeks with benefits *
Total leave	28 weeks (15 weeks with pay and 13 weeks with benefits)

* The father has the right to 7 weeks of parental leave with pay. In this example he also takes the 6 shared weeks with pay. This gives him the right to take 13 weeks of leave with pay of the 22 weeks in total. Besides the weeks with pay he has the right to take his own 9 weeks with benefits plus the 4 weeks transferred from the mother which gives him a total of 13 weeks of leave with benefits.

Example 4

The mother takes her own leave, the 6 shared weeks and 13 weeks of leave transferred from the father. Both parents are state employed.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	<i>14 weeks + 13 weeks transferred from the father = 27 weeks in total:</i> 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (shared) weeks with pay * 11 weeks with benefits *
Total leave	43 weeks (32 weeks with pay and 11 weeks with benefits)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	<i>22 weeks – 13 weeks transferred to the mother = 9 weeks in total:</i> 7 weeks with pay (<i>earmarked</i>) 2 weeks with benefits (<i>earmarked</i>)
Total leave	11 weeks (9 weeks with pay and 2 weeks with benefits)

* The mother has the right to 14 weeks of parental leave: 10 week with pay (*of which 9 weeks are earmarked*) and 4 weeks with benefits. If the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. This will result in a difference of 2 weeks (week 25 and 26 after birth), which must be transferred from the father's parental leave. The father transfers all his non-earmarked weeks to the mother (13 weeks). This gives the mother the right to salary in week 25 and 26 plus 11 weeks with benefits.

Example 5

The mother takes her own leave, the 6 shared weeks and 9 weeks of leave transferred from the father. Both parents are state employed.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	14 weeks + 9 weeks transferred from the father = 23 weeks in total: 10 weeks with pay (<i>of which 9 are earmarked</i>) 6 (shared) weeks with pay * 7 weeks with benefits *
Total leave	39 weeks (32 weeks with pay and 7 weeks with benefits)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	22 weeks – 9 weeks transferred to the mother = 13 weeks in total: 7 weeks with pay (<i>earmarked</i>) 6 weeks with benefits (<i>of which 2 weeks are earmarked</i>)
Total leave	15 weeks (9 weeks with pay and 6 weeks with benefits)

* The mother has the right to 14 weeks of parental leave: 10 week with pay (*of which 9 weeks are earmarked*) and 4 weeks with benefits. If the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. This will result in a difference of 2 weeks (week 25 and 26 after birth), which must be transferred from the father's parental leave. The father transfers 9 weeks to the mother. This gives the mother the right to salary in week 25 and 26 plus 7 weeks with benefits.

Example 6

The mother takes her own leave plus the 6 shared weeks. The father takes his own leave. Both parents are state employed. The father does not transfer 2 weeks of leave to the mother, which means that 2 of the 6 shared weeks will be with a reduced salary.

Mother	
Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	14 weeks + 2 shared weeks = 16 weeks in total: 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 4 (shared) weeks with pay * 2 (shared) weeks with reduced pay *
Total leave	32 weeks (30 weeks with full pay and 2 weeks with reduced pay)

Father	
Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	22 weeks: 7 weeks with pay (<i>earmarked</i>) 15 weeks with benefits (<i>of which 2 weeks are earmarked</i>)
Total leave	24 weeks (9 weeks with pay and 15 weeks with benefits)

* The mother has the right to 14 weeks of parental leave: 10 week with pay (*of which 9 weeks are earmarked*) and 4 weeks with benefits. If the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. This will result in a difference of 2 weeks (week 25 and 26 after birth). Because the father does not transfer any weeks to the mother, these 2 weeks of parental leave will be with reduced pay equal to the difference between the benefit rate and her normal salary.

Example 7

The mother does not live with the father at the time of birth. The mother shares the same officially registered address as the child which means that she will receive 13 weeks with parental leave benefits on top of her own 24 weeks with parental leave benefits. As a general rule, these 13 weeks of leave must be taken before the child is 1 year old.

Mother

Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	<i>14 weeks + 13 weeks (single parent) = 27 weeks</i> 10 weeks with pay (of which 9 weeks are earmarked) 6 (shared) weeks with pay * 11 weeks with benefits *
Total leave	43 weeks (<i>32 weeks with pay and 11 weeks with benefits</i>)

* The mother takes her own leave, the 6 shared weeks plus the 13 extra weeks of leave. The 13 extra weeks gives her the right to pay in all of the 6 shared weeks which leaves her with 11 weeks of leave with benefits.

Example 7a

If the mother has sole custody of the child or the child only has one parent (solo parent), she is entitled to 9 extra weeks of leave with benefit in addition to the above 13 weeks.

Mother

Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	<i>14 weeks + 13 weeks + 9 weeks (extra weeks) = 36 weeks</i> 10 weeks with pay (of which 9 weeks are earmarked) 6 (shared) weeks with pay * 20 weeks with benefits *
Total leave	52 weeks (<i>32 weeks with pay and 20 weeks with benefits</i>)

Agreement change applicable to children born on 1.4.2024 or later:

Solo parent will be entitled to 10 extra weeks with pay (i.e. 10 of the above 20 weeks with benefit will in future be with pay).

Example 8

Students (ordinary students and 4+4 students on part A) are entitled to transfer parental leave benefits to the other parent who fulfils the conditions for parental leave benefits, even if the student does not meet the employment requirement and therefore cannot take leave with benefits. The transfer must take place via Udbetaling Danmark's digital self-service solution.

- The father/non-birth mother may transfer up to 22 weeks of benefits if the mother has paid employment.
- The mother may transfer up to 14 weeks of benefits if the father/non-birth mother has paid employment.

The father/non-birth mother is a student and the mother has paid employment

The father/non-birth mother has transferred all 22 weeks to the mother. The father/non-birth mother will take leave as a student.

Mother

Pregnancy leave	6 weeks with pay (<i>earmarked</i>)
Maternity leave	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
Parental leave	<i>14 weeks + 22 weeks transferred from the father = 36 weeks:</i> 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (shared) weeks with pay (<i>of which 2 weeks are earmarked</i>) 20 weeks with benefits

Total leave **52 weeks** (*32 weeks with pay and 20 weeks with benefits*)

Father

Leave 9 months

The mother is a student and the father/non-birth mother has paid employment

The mother has transferred all 14 weeks to the father/non-birth mother. The mother will take leave as a student.

Mother

Leave 9 months

Father

Paternity leave	2 weeks with pay (<i>earmarked</i>)
Parental leave	<i>22 weeks + 14 weeks transferred from the mother = 36 weeks:</i> 7 weeks with pay (<i>earmarked</i>) 6 (shared) weeks with pay (<i>of which 2 weeks are earmarked</i>) 23 weeks with benefits

Total leave **38 weeks** (*15 weeks with pay and 23 weeks with benefits*)