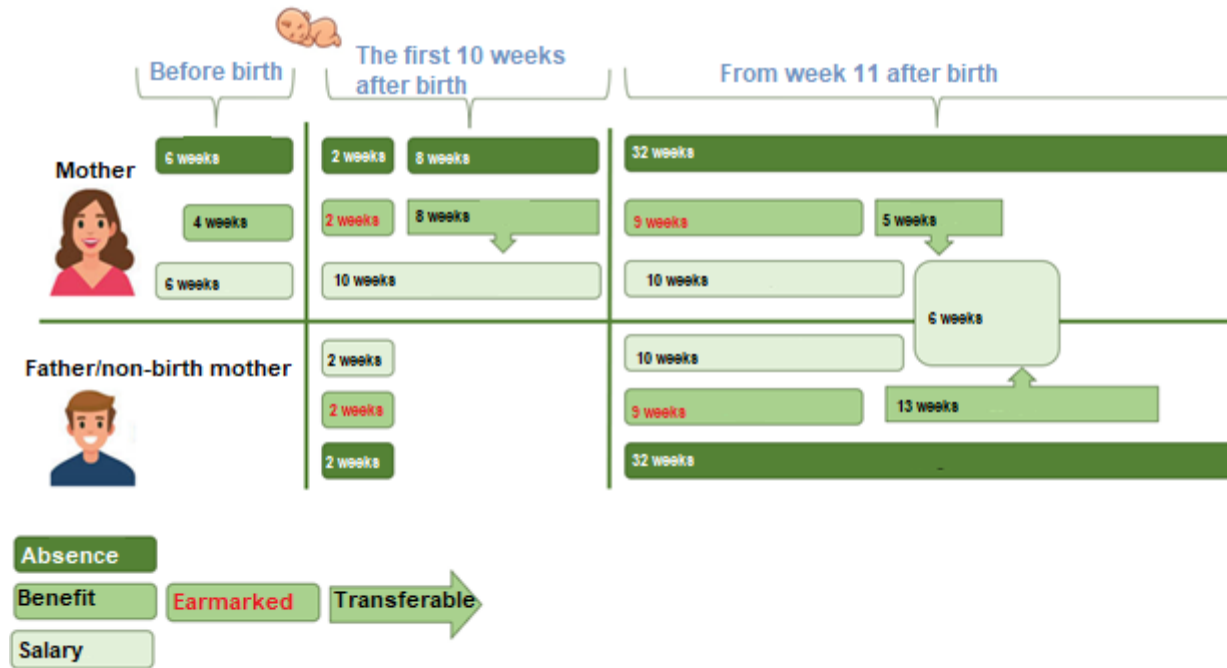


Leave for children born on 2 August 2022 or later

Your right to absence, benefit and salary



The right to be absence

Each parent is entitled to be absent for 32 weeks after the 10th week after childbirth. Please notice that there is not salary or benefits for all 32 weeks.

As an employee your right to absence may be extended to 46 weeks.

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

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

Parents of multiples (more than one child per birth)

Each parent of two or more live births at the same birth is entitled to 13 weeks of additional leave. The absence must be taken within one year after birth.

Leave with parental leave benefit

The parents live together at the time of birth

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

Mother

Before birth (pregnancy leave):	4 weeks (earmarked)
Week 1-10 after birth (maternity leave):	10 weeks (2 weeks earmarked, 8 weeks can be transferred)
From week 11 after birth (parental leave):	14 weeks (9 weeks earmarked, 5 weeks can be transferred)
Total after birth:	10 + 14 = 24 weeks

Father/non-birth mother

Week 1-10 after birth (paternity leave):	2 weeks (earmarked)
From week 11 after birth (parental leave *):	22 weeks (9 weeks earmarked, 13 weeks can be transferred)
Total after birth:	2 + 22 = 24 weeks

Total (mother + father/non-birth mother): 24 + 24 = 48 weeks

** Can be taken from week 3 after birth*

Solo parent/single parent (the child has only got one parent)

A solo parent is, in addition to the ordinary weeks with benefit also entitled to benefit for an additional 22 weeks.

Mother

After birth:	4 weeks
Week 1-10 after birth:	10 weeks
From week 11 after birth:	36 weeks **
Total after birth:	46 weeks

Father/non-birth mother

Week 1-10 after birth:	2 weeks
From week 11 after birth: *	44 weeks **
Total after birth:	46 weeks

** Can be taken from week 3 after birth.*

*** Because a solo parent is entitled to an additional 22 weeks of benefit, the right to benefit will exceed the right to absence (which is 32 weeks from week 11 after birth). The right to absence must therefore be extended on leave form 2. The right to absence may be extended to a maximum of 46 weeks from week 11 after birth.*

The parents does not live together at the time of birth

Mother

- the child is living with the mother

Before birth:	4 weeks
Week 1-10 after birth:	10 weeks
From week 11 after birth:	27 weeks
Total after birth:	37 weeks

Mother

- the child is living with the father/ non-birth mother

Before birth:	4 weeks
Week 1-10 after birth:	10 weeks
From week 11 after birth:	9 weeks
Total after birth:	19 weeks

Mother

- the mother has the custody of the child

Before birth:	4 weeks
Week 1-10 after birth:	10 weeks
From week 11 after birth:	36 weeks **
Total after birth:	46 weeks

Father/non-birth mother

- the child is living with the father/ non-birth mother

Week 1-10 after birth:	2 weeks
From week 11 after birth: *	35 weeks **
Total after birth:	37 weeks

Father/non-birth mother

- the child is living with the mother

Week 1-10 after birth:	2 weeks
From week 11 after birth: *	9 weeks
Total after birth:	11 weeks

Father/non-birth mother

- the father/non-birth mother has custody of the child

Week 1-10 after birth:	2 weeks
From week 11 after birth: *	44 weeks **
Total after birth:	46 weeks

* Can be taken from week 3 after birth.

** The right to benefit exceed the right to absence (which is 32 weeks from week 11 after birth). The right to absence must therefore be extended on leave form 2. The right to absence may be extended to a maximum of 46 weeks from week 11 after birth.

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 weeks with leave, but some of the weeks are with pay instead of benefit.

Mother

Before birth (pregnancy leave):	6 weeks (earmarked)
Week 1-10 after birth (maternity leave):	10 weeks (2 weeks earmarked)
From week 11 after birth (parental leave):	10 weeks (9 weeks earmarked) *
Total after birth:	20 weeks

Father/non-birth mother

Week 1-10 after birth (paternity leave):	2 weeks (earmarked)
Week 11 after birth (parental leave*):	10 weeks (9 weeks earmarked) *
Total after birth:	12 weeks

* Can be taken from week 3 after birth.

Shared leave (parental leave)

Leave with pay/salary: 6 weeks **

** If both parents are state employees, the weeks may be divided between you or held by one parent alone.

If the other parent is not employed by the state, the parent employed at AU can take all six weeks.

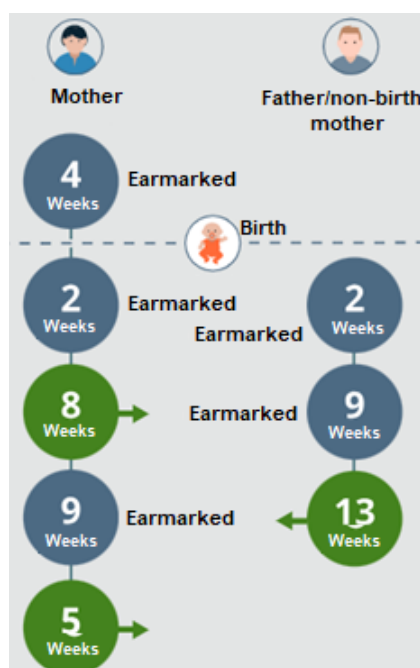
Leave with salary must be held before leave with benefit.

Together, the parents are entitled to 26 weeks of parental leave with pay:

- 10 weeks (mother) α
- 10 weeks (father/non-birth mother)
- 6 weeks (can be shared)
- = **26 weeks in total**

Earmarked weeks

Employees cannot transfer the earmarked weeks to others. Both parents have 11 earmarked weeks after birth. Two weeks (weeks 1-10) and 9 weeks (after week 11).



Reduced salary

Week 25 and 26 - 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.

Solo parent/single parent (the child has only got one parent)

A solo parent is entitled to salary for an additional 10 weeks.

Mother

Before birth:	6 weeks
Week 1-10 after birth:	10 weeks
From week 11 after birth:	26 weeks **
Total after birth:	36 weeks

Father/non-birth mother

Week 1-10 after birth:	2 weeks
From week 11 after birth: *	26 weeks **
Total after birth:	28 weeks

* Can be taken from week 3 after birth.

** The weeks consists of the ordinary 10 weeks with salary, the 6 shared weeks with salary and the extra 10 weeks of salary (solo parent).

Parents of multiples (more than one child per birth)

- applies when at least one of the children was born on 1 May 2024 or later.

Each parent of two or more live births at the same birth is entitled to 13 weeks of additional leave with salary.

Notification of leave to employer

Before birth

Mother: no later than 3 months before expected date of birth

Father/non-birth mother: no later than 4 weeks before expected date of birth

After birth

Mother and father/non-birth mother: no later than 6 weeks after 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.

Deferred leave

Mother and father/non-birth mother: no later than 16 weeks before the leave starts

Examples of leave (weeks with pay and benefits)

Example 1

The parents live together at the time of birth. The mother takes her own leave. The father takes his own leave plus the 6 shares weeks. Both parents are state employed.

Mother

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	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)
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Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)

10 weeks of parental leave with pay

4 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	22 weeks in total: 10 weeks with pay (<i>earmarked</i>) * 6 (<i>shared</i>) weeks with pay (<i>of which 2 weeks are earmarked</i>) * 6 weeks with benefits

Total leave	24 weeks (18 weeks with pay and 6 weeks with benefits)
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Information for parental leave form 2:

16 weeks of parental leave with pay

6 weeks of parental leave with benefits

* The father has the right to 10 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 16 weeks of the 22 weeks in total.

Example 2

The parents live together at the time of birth. 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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	16 weeks in total (<i>14 weeks + 2 weeks transferred from the father</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay *
Total leave	32 weeks (32 weeks with pay – non with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
16 weeks of parental leave with pay
0 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	20 weeks in total (<i>22 weeks – 2 weeks transferred to the mother</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 10 weeks with benefits *
Total leave	22 weeks (12 weeks with pay and 10 weeks with benefits)

Information for parental leave form 2:

10 weeks of parental leave with pay
10 weeks of parental leave with benefits

* The mother has the right to 14 weeks of parental leave from week 11 after birth: 10 week with pay and 4 weeks with benefits. When 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 parents live together at the time of birth. 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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	10 weeks in total (<i>14 weeks – 4 weeks transferred to the father</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>)
Total leave	26 weeks (26 weeks with pay – non with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
10 weeks of parental leave with pay
0 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	26 weeks in total (<i>22 weeks + 4 weeks transferred from the mother</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 10 weeks with benefits *
Total leave	28 weeks (18 weeks with pay and 10 weeks with benefits)

Information for parental leave form 2:

16 weeks of parental leave with pay
10 weeks of parental leave with benefits

* The father has the right to 10 weeks of parental leave with pay from week 11 after birth. In this example he also takes the 6 shared weeks with pay. This gives him the right to take 16 weeks of leave with pay of the 22 weeks in total. Besides the weeks with pay he has the right to take his own 6 weeks with benefits plus the 4 weeks transferred from the mother which gives him a total of 10 weeks of leave with benefits.

Example 4

The parents live together at the time of birth. 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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	27 weeks in total (<i>14 weeks + 13 weeks transferred from the father</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 11 weeks with benefits *
Total leave	43 weeks (32 weeks with pay and 11 weeks with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
16 weeks of parental leave with pay
11 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	9 weeks in total (<i>22 weeks – 13 weeks transferred to the mother</i>): 9 weeks with pay (<i>earmarked</i>) **
Total leave	11 weeks (11 weeks with pay)

Information for parental leave form 2:

9 weeks of parental leave with pay

* The mother has the right to 14 weeks of parental leave from week 11 after birth: 10 week with pay and 4 weeks with benefits. When the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. The last 2 weeks (weeks 25 and 26 after birth) of the shared 6 weeks are also with full pay, as father has transferred at least 2 weeks with benefit to the mother.

In this case, the father has chosen to transfer all of his 13 non-earmarked weeks to the mother. This entitles the mother to 16 weeks with pay and 11 weeks with benefit from week 11 after birth.

** Note that the father is entitled to pay for 10 weeks from week 11 after birth, but as he chooses to transfer all 13 non-earmarked weeks to mother, he loses one week's paid leave.

Example 5

The parents live together at the time of birth. 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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	23 weeks in total (<i>14 weeks + 9 weeks transferred from the father</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 7 weeks with benefits *
Total leave	39 weeks (32 weeks with pay and 7 weeks with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
16 weeks of parental leave with pay
7 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	13 weeks in total (<i>22 weeks – 9 weeks transferred to the mother</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 3 weeks with benefits
Total leave	15 weeks (12 weeks with pay and 3 weeks with benefits)

Information for parental leave form 2:

10 weeks of parental leave with pay
3 weeks of parental leave with benefits

* The mother has the right to 14 weeks of parental leave from week 11 after birth: 10 week with pay and 4 weeks with benefits. When the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. The last 2 weeks (weeks 25 and 26 after birth) of the shared 6 weeks are also with full pay, as father has transferred at least 2 weeks with benefit to the mother.

In this case, the father has chosen to transfer 9 weeks to the mother. This entitles the mother to salary in week 25 and 26 plus 7 weeks with benefits.

Example 6

The parents live together at the time of birth. 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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	16 weeks in total (<i>14 weeks + 2 shared weeks</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 4 (<i>shared</i>) weeks with pay * 2 (<i>shared</i>) weeks with reduced pay *
Total leave	32 weeks (30 weeks with full pay and 2 weeks with reduced pay)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
14 weeks of parental leave with pay
2 weeks of parental leave with reduced pay
0 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	22 weeks: 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 12 weeks with benefits
Total leave	24 weeks (12 weeks with pay and 12 weeks with benefits)

Information for parental leave form 2:

10 weeks of parental leave with pay
12 weeks of parental leave with benefits

* The mother has the right to 14 weeks of parental leave from week 11 after birth: 10 week with pay and 4 weeks with benefits. When 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 benefit on top of her own 14 weeks. As a general rule, these 13 weeks of leave must be taken before the child is 1 year old. The mother also takes the 6 shared weeks.

Mother

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	27 weeks in total (<i>14 weeks + 13 extra weeks</i>): 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 11 weeks with benefits *
Total leave	43 weeks (32 weeks with pay and 11 weeks with benefits)

Information for parental leave form 2:

- 10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
- 16 weeks of parental leave with pay
- 11 weeks of parental leave with benefits

* 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.

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	9 weeks with pay (<i>earmarked</i>) * 1 weeks with reduced pay *
Total leave	12 weeks (11 weeks with pay and 1 week with reduced pay)

Information for parental leave form 2:

- 9 weeks of parental leave with pay
- 1 week of parental leave with reduced pay

* The father is not entitled to the 22 weeks of leave with benefit from week 11 after birth when the child is living with the mother. The father is only entitled to benefit for the 9 earmarked weeks.

However, the father is entitled to salary for 10 weeks according to the salary agreement. This means that he is entitled to salary for 1 week more than he is entitled to benefit. As he is only allowed full salary during leave if we can get the full benefit he will receive a reduced salary in the last week of his leave which constitutes the difference between the daily benefit rate and father's ordinary salary.

Example 7a

When the mother has sole custody of the child, she is entitled to 9 extra weeks of leave with benefit in addition to the above 13 weeks (example 7) from week 11 after birth.

In total 36 weeks from week 11 after birth (the mothers own 14 weeks + 22 extra weeks).

Mother

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	36 weeks in total (<i>14 weeks + 13 weeks + 9 weeks</i>) 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 20 weeks with benefits *
Total leave	52 weeks (32 weeks with pay and 20 weeks with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)

16 weeks of parental leave with pay

20 weeks of parental leave with benefits

= 46 weeks of leave after birth **

* The mother takes her own leave, the 6 shared weeks and the 22 weeks of extra leave. The 22 extra weeks entitle her to pay in all 6 shared weeks, after which there are 20 weeks left with benefit.

** The mother is entitled to 32 weeks of absence from week 11 after birth. According to the calculation above, she is entitled to 46 weeks of absence after birth – of which 36 weeks are taken from week 11 after birth. This means that she exceeds the limit by 4 weeks ($36 - 32 = 4$). She must therefore extend the 32 weeks of leave to 36 weeks on parental leave form 2. She has the right to extend the leave of absence from week 11 after birth for up to 46 weeks.

Example 7b

If the child only has one parent (solo parent). In this example, the mother is the only parent.

The mother is entitled to 22 extra weeks of leave with benefit in addition to her own 14 weeks from week 11 after birth. 10 weeks of the 22 extra weeks are with pay.

Mother

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	36 weeks in total (<i>14 weeks + 22 extra weeks</i>) 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 10 weeks with pay as a solo parent * 10 weeks with benefit *
Total leave	52 weeks (42 weeks with pay and 10 weeks with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)

26 weeks of parental leave with pay

10 weeks of parental leave with benefit

= 46 weeks of leave after birth **

* The mother takes her own leave, the 6 shared weeks and the 22 weeks of extra leave. The 22 extra weeks entitle her to pay in all 6 shared weeks. As a sole parent she is also entitled to salary in 10 of the extra weeks. This means that she is entitled to 26 weeks with pay from week 11 after birth and 10 weeks with benefit.

** The mother is entitled to 32 weeks of absence from week 11 after birth. According to the calculation above, she is entitled to 46 weeks of absence after birth – of which 36 weeks are taken from week 11 after birth. This means that she exceeds the limit by 4 weeks ($36 - 32 = 4$). She must therefore extend the 32 weeks of leave to 36 weeks on parental leave form 2. She has the right to extend the leave of absence from week 11 after birth for up to 46 weeks.

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

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	36 weeks in total (<i>14 weeks + 22 weeks transferred from the father</i>): * 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay 20 weeks with benefits
Total leave	52 weeks (32 weeks with pay and 20 weeks with benefits)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
16 weeks of parental leave with pay
20 weeks of parental leave with benefits

Father/non-birth mother

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/non-birth mother

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	36 weeks (<i>22 weeks + 14 weeks transferred from the mother</i>): * 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay 20 weeks with benefits
Total leave	38 weeks (18 weeks with pay and 20 weeks with benefits)

Information for parental leave form 2:

16 weeks of parental leave with pay
20 weeks of parental leave with benefits

* An employed parent is entitled to 32 weeks of absence from week 11 after birth. In both examples above the employed parent is entitled to 36 weeks of leave from week 11 after birth. This means that the employed parent exceeds the limit by 4 weeks (36 – 32 = 4). The parental leave from week 11 after birth must therefore be extended from 32 weeks to 36 weeks of leave on parental leave form 2.

Example 9

As parents of two or more children born at the same time (parents of multiples) each parent is entitled to 13 extra weeks with benefit. You cannot transfer this extra leave to the other parent.

Twins. The parents live together at the time of birth. The mother takes her own leave, the 6 shared weeks and the 13 extra weeks. The father transfers 12 weeks of his ordinary leave to the mother and takes the rest of his own leave plus the 13 extra weeks. Both are employed by the state.

Mother

Before birth	6 weeks with pay (<i>earmarked</i>)
Week 1-10 after birth	10 weeks with pay (<i>of which 2 weeks are earmarked</i>)
From week 11 after birth	39 weeks in total (<i>14 weeks + 12 weeks from the father + 13 weeks due to twins</i>): ** 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 6 (<i>shared</i>) weeks with pay * 13 weeks with pay due to twins * 10 weeks with benefit *
Total leave	55 weeks (45 weeks with pay and 10 weeks with benefit)

Information for parental leave form 2:

10 weeks of maternity leave with pay (starting the day after birth, week 1-10)
29 weeks of parental leave with pay
10 weeks of parental leave with benefits

Father

Week 1-10 after birth	2 weeks with pay (<i>earmarked</i>)
From week 11 after birth	23 weeks (<i>22 weeks – 12 weeks to the mother + 13 weeks due to twins</i>) 10 weeks with pay (<i>of which 9 weeks are earmarked</i>) 13 weeks with pay due to twins
Total leave	25 weeks (25 weeks with pay and 0 weeks with benefits)

Information for parental leave form 2:

23 weeks of parental leave with pay
0 weeks of parental leave with benefits

* The mother is entitled to 14 weeks of leave from week 11 after birth: 10 weeks with pay and 4 weeks with benefit. *When the mother takes the 6 shared weeks with pay the 4 weeks with benefits will change to 4 weeks with pay. The last 2 weeks (weeks 25 and 26 after birth) of the shared 6 weeks are also with full pay, as father has transferred 12 weeks with benefit to the mother.* The last 10 of the 12 weeks transferred from the father are with benefit. In addition, both parents are entitled to 13 weeks of additional paid leave, as they had twins. Paid leave must be taken before leave with benefit.

** The mother is entitled to 32 weeks of absence from week 11 after birth. According to the calculation above, she is entitled to 49 weeks of absence after birth – of which 39 weeks are taken from week 11 after birth. This means that she exceeds the limit by 7 weeks (39 – 32 = 7). She must therefore extend the 32 weeks of leave to 39 weeks on parental leave form 2. She has the right to extend the leave of absence from week 11 after birth for up to 46 weeks.