

Maternity/Paternity leave

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5+3 programme and part B of the 4+4 programme

These rules apply to children born on 1 August 2022 or earlier. New rules apply to children born on 2 August 2022 or later.

The right to salary during leave is conditional on the university receiving full benefit reimbursement under the Act on Entitlement to Leave and Benefits in the Event of Childbirth (*barselsloven*), corresponding to the maximum benefit amount in relation to your employment rate.

See this page: <https://medarbejdere.au.dk/en/administration/hr/parentalleave>

Deadline for informing the PhD Administration

Pregnancy leave, mother (form 1):	no later than three months before expected date of birth
Parental leave, father (form 1):	no later than four weeks before expected date of birth *
Maternity leave and parental leave (form 2):	no later than eight weeks after the birth
Deferred leave (form 3):	no later than 16 weeks before the leave is to be taken

* The PhD Administration (Bettina H. Acthon) must be informed of the child's actual date of birth and the father's absence as soon as possible and no later than the date the leave starts.

Absence due to parental leave

Mother	Parental leave benefit: 4 weeks before the birth 14 weeks after the birth 32 weeks* after the birth (shared between mother and father) <i>* no more than 19 of these weeks with pay – the 7+6+6 weeks (father's seven weeks, mother's six weeks and the shared six weeks) are deducted from the 32 weeks</i>
	Salaries: 6 weeks with pay before the birth 14 weeks with pay after the birth 6 weeks with pay from the 15th week after the birth (<i>can be shared with the father</i>) 6 weeks with pay after the birth (mother only)
Father	Parental leave benefit: 2 weeks after the birth 32 weeks* after the birth (shared between mother and father) <i>* no more than 19 of these weeks with pay – the 7+6+6 weeks (father's seven weeks, mother's six weeks and the shared six weeks) are deducted from the 32 weeks</i>
	Salaries: 2 weeks with pay immediately after the birth* <i>* or within the first 14 weeks after childbirth</i> <i>Before 1.1.2018: the weeks must be taken as one consecutive period and not intermittently.</i> <i>From 1.1.2018: the weeks may be taken in non-consecutive periods</i> 6 weeks with pay after the birth (<i>can be shared with the mother</i>)

	7 weeks with pay after the birth (father only)
Parental leave (the 32 weeks)	32 weeks: The weeks must be held before the child is 46 weeks old. 40 weeks: The weeks must be held before the child is 54 weeks old. 46 weeks: The weeks must be held before the child is 60 weeks old.
The other parent	<ul style="list-style-type: none"> – <i>employed under the same rules on parental leave:</i> the six shared weeks are shared between mother and father – <i>not employed under the same rules on parental leave:</i> you have all six shared weeks, and your partner has the number of salaried weeks to which they are entitled under their parental leave rules.
Deferred leave	<ul style="list-style-type: none"> – Legally based leave <ul style="list-style-type: none"> ○ Between eight and 13 weeks of the 32 weeks can be deferred <u>and taken in a single period</u> up until the child's 9th birthday. ○ The right to defer absence can <u>only be used by one of the parents</u>. ○ This right <u>does not apply to extensions of the leave to 40 or 46 weeks</u> or in connection with the <u>partial resumption of work with extensions</u>. ○ The right to take deferred leave with <u>parental leave benefit is retained with a new employer</u> (outside Aarhus University). The right to a salary will lapse.
<i>Legally based and agreement-based leave can be combined so that, for example, 20 weeks of deferred leave involve 13 weeks of legally based leave and seven weeks of agreement-based leave.</i> <i>This means that you only risk losing seven of these weeks if you change jobs.</i>	<ul style="list-style-type: none"> – Agreement-based leave <ul style="list-style-type: none"> ○ Up to 32 weeks of the 32 weeks can be deferred. ○ Leave can be taken <u>intermittently</u> until the child's 9th birthday. ○ <u>Both of the parents</u> may agree to defer their leave. ○ This <u>does not apply to extensions of the leave to 40 or 46 weeks</u>. ○ <u>If you change jobs, weeks that have not been taken will be lost</u>, unless the new employer accepts the agreement.
Partial resumption of work	<ul style="list-style-type: none"> – Without an extension This option can be used in the following periods: <ul style="list-style-type: none"> ▪ pregnancy leave (mother's six weeks prior to the birth) ▪ the first 14 weeks after the birth (except for the first two weeks after the birth as far as the mother is concerned) ▪ the 32 weeks from week 15 (from week 3 as far as the father is concerned) <ul style="list-style-type: none"> ○ This option applies when leave is extended to 40 or 46 weeks. ○ The option applies when leave is deferred (both legally based and agreement-based deferrals) <p><u>Example:</u> <i>Without extensions means that 12 weeks with parental leave benefit will still be 12 weeks, even though the person concerned resumes work on a half-time basis (18.5 hours/week). A salary will be paid for the hours work is resumed in these 12 weeks (in this example 18.5 hours/week). The 12 half weeks (= six weeks of full-time work) that are left remain, and can be taken if an agreement can be reached on this issue with the employer concerned.</i></p>
<i>Partial resumption means any working hours that are shorter than normal working hours before the leave period.</i>	<ul style="list-style-type: none"> – With an extension This option can be used in the following periods: <ul style="list-style-type: none"> ▪ the first 14 weeks after the birth (except for the first two weeks after the birth as far as the mother is concerned) ▪ the 32 weeks from week 15 (from week 3 as far as the father is concerned) <ul style="list-style-type: none"> ○ This option <u>does NOT apply</u> when the leave is extended to 40 or 46

	<p><u>weeks.</u></p> <ul style="list-style-type: none"> ○ This option <u>does NOT apply when there is a legal right to defer the leave</u> ○ The agreement is subject to the approval of Udbetaling Danmark. <p><i><u>Example:</u></i> <i>With an extension means that 12 weeks with parental leave benefit is extended to 24 weeks of half-time work (18.5 hours/week). A salary will be paid for the hours work is resumed in these 24 weeks (in this example 18.5 hours/week).</i></p>
40 or 46 weeks	<p>The 32 weeks can be extended to 40 or 46 weeks. It is the parental leave benefit period which is extended, since total payments may only amount to 32 weeks.</p> <p>To be taken before the child is 54 and 60 weeks old respectively.</p> <p>The weeks must be held for a continuous period (i.e. at least one of the parents must be on leave at all times).</p> <p>Paid leave must be held before the period with daily benefits.</p>
Childcare days	<p>Two days each year up to and including the calendar year of the child's seventh birthday (a total of 16 days).</p> <p>PhD fellowships are not extended by childcare days.</p>

Extension

The PhD degree programme is only extended for the part of the period of leave that lies within the enrolment period/period of employment. The extension is placed after the parental leave has been taken.

Non-Danish parents

Non-Danish nationals are covered by the Danish parental leave rules if they are employed in Denmark. This also applies to people who are employed in Denmark but live abroad.

However, special rules apply **if the other parent is not covered by Danish social security legislation** (sections 9 and 10 of the ministerial order on the right to parental benefits). For instance, these special rules apply when the child's mother is employed at Aarhus University (and thus covered by Danish law), while the child's non-Danish father is not employed in Denmark (and is therefore not covered by Danish law).

Number of weeks of leave with parental leave benefit when only one of the parents is covered by Danish legislation:

- If the parents do not live together:
 - 32 weeks of parental leave if the child lives with the parent who is covered by Danish legislation
 - 16 weeks of parental leave if the child does not live with the parent who is covered by Danish legislation. However, this requires that your parental leave is spent together with your child.
- If the parents do live together:
 - 16 weeks of parental leave for the parent who is covered by Danish legislation.
 - Max. 32 weeks of parental leave if the parents can prove that between the 14th and 46th weeks after the child's birth the other parent receives a public benefit during the parental leave for a period shorter than 16 weeks. In other words, max. 32 weeks when the parental leave of both parents is added together.