As a rule, each parent are granted 24 weeks of leave after the birth (the 24/24 model).

2 of the weeks are earmarked and must be taken in connection with the birth.

9 of the weeks are earmarked each parent and must be taken before the child reaches the age of 1.

The remaining 13 weeks can be transferred between the parents, and can be taken until the child reaches the age of 9.
Leave with pay

**Leave for the birthing parent**

The birthing parent still has paid leave for **up to 26 weeks** after the birth (including the 6 shared weeks). The weeks are distributed in the following way:

- **Pregnancy leave**: 6 weeks before the expected date of childbirth.
- **Maternity leave**: 10 weeks paid leave after the birth, of which 2 weeks are earmarked.
- **Parental leave**: Between 10 and 16 weeks paid leave depending on the division of the 6 weeks to be shared between the parents.
- **However**: The 26 weeks of paid leave requires that the co-parent transfers 2 weeks of maternity/paternity benefits. Alternatively, a reduced salary will be paid during the last 2 weeks.

**Leave for the co-parent**

The co-parent still has paid leave for **up to 13 weeks** in addition to the paternity leave (including the 6 shared weeks). The weeks are distributed in the following way:

- **Paternity leave**: 2 weeks paid leave after the birth, which are earmarked.
- **Parental leave**: Between 7 and 13 weeks paid leave depending on the division of the 6 weeks to be shared between the parents.
Earmarked maternity leave

The new rules apply to parents of children born on the 2nd of August 2022 or thereafter.

With the new rules it is not possible to transfer the earmarked weeks between each other. Thus, the weeks will lapse if they are not taken during the first living year of the child.

What applies for non-salaried employees?
The earmarked weeks only applies for salaried employees. As self-employed, unemployed or a student, you can therefore transfer up to 22 weeks of leave (9+13) to the other parent.

What applies to solo-parents?
From the 1st of January 2024 solo parents - who have had a child alone or who have lost their partner - have the right to take up to 46 weeks leave. The non-earmarked leave can be transferred to a close relative, who will be under the same employment protection rules as other parents.

What applies to LGBT+ families?
From the 1st of January 2024 the child's legal parents can transfer non-earmarked leave to social parents who have a parent like relation to the child. The social parent will be under the same employment protection rules as other parents.

What applies to parents with triplets and quadruplets?
From the 1st of January 2023 parents to triplets or quadruplets have the right to 26 weeks of additional leave. The leave must be taken before the children turn 18 months.
Additional rules in the state sector

In the state sector, there are new rules for non-cohabiting parents about extension and postponement as well as changes in working hours/patterns.

Non-cohabiting parents

Parents with whom the child has a registered address gets 13 weeks additional leave with maternal/paternal benefits. This means 37 weeks leave in total after the birth (24+13).

Parents with single custody can apply for additional 9 weeks leave with benefits. This means 46 weeks leave in total after the birth (24+13+9).

The additional weeks must be taken before the child turns 1 year old - however with the possibility to extend and postpone.

The other parent can only take the 9 weeks of earmarked leave as well as up to 7 and 4 weeks additional leave with reduced pay, depending on whether you are the birthing parent or the co-parent.

Extension and postponement

Parents can still extend the leave to either 40 or 46 weeks. However it is no longer possible to have your benefits reduced. The additional weeks that the leave is extended with will therefore be without pay.

Parents can still postpone the leave - however only with 5 weeks each - contrary to the previous 8-13 weeks (the legal right to postpone leave).

Additional postponement requires an agreement with your immediate superior (the right to postpone leave by agreement).

The postponed leave must still be taken in a consecutive period before the child turns 9.

Changes in working hours/patterns

Employees with children have the right to ask for changed working hours or patterns in order to create more balance between work and personal life. However, the immediate superior is not required to accept the request.