

Who is eligible for parental leave in Denmark?

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Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Denmark it is called Forældreorlov. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in Denmark is:

- Free
- 11 months
- Linked to an individual right and carried by transferred between parents

5 % of women and 3 % of men in employment are not eligible for parental leave

This factsheet is based on an eligibility study of how many women and men aged 20-49 would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility (1).

Who is eligible for parental leave in Denmark?

- ✓ **Employers** (self-employed)
- ✓ **Self-employed**
- ✓ **Same-sex parents**
- ✓ **Non-citizens (2)** (limited support hours (3))

In the EU-28 (1):

- 15 countries restrict access to employees with short working duration before birth (including Denmark)
- The self-employed are not eligible in 10 countries (not Denmark)
- 11 countries do not allow access for same-sex parents (not Denmark)
- 15 limit access to refugees or asylum seekers (including no access for asylum seekers in Denmark)

In Denmark, low working hours is the only employment-related reason for non-eligibility for parental leave.

Gender	Not eligible for parental leave	Eligible for parental leave
Women	5%	95%
Men	3%	97%

(1) Reasons for exclusion include refugees and asylum seekers when they apply for asylum in the afternoon, to ensure maximum eligibility.
 (2) Women share categories multidimensional and cover all EU-28 citizens, the country variable, refugees and asylum seekers.
 (3) The fact was identified before the child's birth or adoption.

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Read more

[Factsheet: Who is eligible for parental leave in the EU-28?](#) →

[Factsheets: Eligibility for parental leave in EU Member States](#) →

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