

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?

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

In the EU-28 (3):

- 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 inclusion in the allocation, to combine research on eligibility.
 (2) Women (same categories) and men (not all EU-28 states). EU country research, refugees and asylum seekers.
 (3) The facts are dated before the 2018 EU enlargement.

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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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Who is eligible for parental leave in Denmark?

EN (PDF, 178.82 KB)

Metadata

COUNTRY: Denmark

AREAS: Eligibility for parental leave factsheets

ISBN: 978-92-9482-721-0

DOI: 10.2839/305887