



Parental leave

Employees who live in one household with their child or the child or their life partner and would like to look after the child themselves, are entitled to parental leave. Parental leave does not require approval from the employer – but certain rules must be followed.

► **Joint parental leave**

Both parents can take parental leave at the same time for up to 3 years each.

Flexible 24 months

Mothers and fathers can transfer 24 months of parental leave over the period between the child's 3rd and 9th birthday. Approval from the employer is no longer required.

► **3 parental leave phases**

Each parent can divide the total parental leave into 3 phases. However, the employer is entitled to refuse the 3rd parental leave phase for urgent business-related reasons if it falls between the child's 3rd and 9th birthday.

► **Application deadlines**

The application deadline for the parental leave up until the child's third birthday is 7 weeks. For the period between the child's 3rd and 9th birthday, the application deadline is 13 weeks before it is due to start.

► **Part-time work during parental leave**

- If a parent intends to work part time during the requested parental leave, the employer should be informed of these plans when the parental leave is applied for.
- Parents may work up to 32 hours a week during parental leave.

► **Protection against dismissal during parental leave**

The protection against dismissal starts from the point the parental leave is applied for

- at the earliest 8 weeks before the start of the parental leave up until the child's 4th birthday and
- at the earliest 14 weeks before the start of the parental leave between the child's 3rd and 9th birthday.