

# Denmark<sup>201</sup>

**Tine Rostgaard** and **Anders Ejrnæs** (Roskilde University, Denmark)

April 2024

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members page](#) on the Leave Network website.

## 1. Current leave and other employment-related policies to support parents

**Note on terminology:** With the implementation of the EU Directive 2019/1158 from August 2022, the term *Leave* is commonly used in the general guidelines. For the sake of clarity, the following terms are applied in the report: *Graviditetsorlov* (Pregnancy leave) is the leave to be taken by the mother before birth; *Barselsorlov* (Maternity leave) the leave reserved for the mother after birth; *Fædre/med-moderorlov* (Paternity/co-mother leave) the leave reserved for the father or same-sex co-mother after birth; and *Forældreorlov* (Parental leave) the leave available for both parents after birth.

### a. Pregnancy and Maternity leave (*Graviditets og fødselsorlov*: see 'note on terminology') (responsibility of the Ministry of Labour)

*Length of leave (before and after birth)*

- Fourteen weeks: 4 weeks before the birth and 10 weeks following birth.
- It is obligatory to take the first 2 weeks after birth.
- Employees in municipalities and regions are entitled to 8 weeks before the birth and employees working in the state sector 6 weeks prior to birth.

---

<sup>201</sup> Please cite as: Rostgaard, T. and Ejrnæs, A. (2024) 'Denmark country note', in Dobrotić, I., Blum, S., Kaufman, G., Kosłowski, A., Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2024*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

### *Payment and funding*

- All employees and self-employed persons are entitled to a daily cash benefit based on former earnings, up to an upper limit of DKK4,695 [€629]<sup>202</sup> per week for full-time employees, before tax. This is the same amount paid for unemployment and sickness benefit.
- Payments are taxed, typically between 38 to 41 per cent.
- Funded by the state from general taxation, except for the initial 8 weeks when municipalities bear half of the cost.

### *Pension payments*

- The Danish pension system is based on three pillars: (i) a universal and tax-based public pension scheme; (ii) occupational pensions which may be quasi-mandatory given the collective agreements' and (iii) private pension savings.
- The public pension is not affected by taking leave. If full earnings are paid, pension payments to the occupational pension scheme are not affected by taking leave either. If leave is awarded without full pay, occupational pensions are normally affected since payments from the employer and employee are discontinued. The collective agreement may, however, specify that the employer must continue payments. Special conditions apply for employees working in the state and municipalities where the employer must continue payments to the occupational pensions. Payments to the private pension scheme are entirely covered by the employee who may/may not decide to continue payments.

### *Flexibility in use*

- Leave must be taken within the first 10 weeks after birth. However, the 8 weeks following the 2 weeks of obligatory leave after the birth can be postponed if the mother returns to part-time work and in agreement with the employer.
- If the mother is employed and returns to full-time work, up to 8 weeks leave can be transferred to the father or co-parent, if they were co-residing at birth. The weeks of leave must be taken within 1 year.

### *Eligibility (e.g. related to employment or family circumstances)*

- Eligibility to full compensation for an employee is based on a period of work of at least 160 hours in the 4 months preceding the paid leave, i.e., regardless of the partner's labour market situation. Workers must also have worked at least 40 hours per month in 3 of those 4 months, and they must be working up to the 1<sup>st</sup> day of the leave. Workers with temporary contracts are excluded only if they are not eligible for unemployment benefit.

---

<sup>202</sup> Conversion of currency undertaken for 25 August 2024, using: <https://data.ecb.europa.eu/currency-converter>.

- Eligibility for the cash benefit for self-employed persons (including helping a spouse) is based on at least part-time professional activity for at least six months within the last 12-month period, of which one month immediately precedes the paid leave. Likewise, the company must produce a profit. Eligibility also requires that the person is caring for the child on a daily basis. If the individual has recently started their company and has been self-employed less than 6 months, they can count regular paid work (not including various forms of public benefits) as work.
- People who have just completed a vocational training course for a period of at least 18 months, or who are doing a paid work placement as part of a vocational training course, are eligible for the cash benefit.
- Unemployed people are entitled to cash benefits from unemployment insurance or similar benefits (activation measures).
- Mothers who have a child while studying are entitled to a total of up to 12 months' extra study grant, with the understanding that the 14 weeks of Maternity leave are covered via the study grant. Male students are entitled up to 6 months extra study grant.
- People on sickness benefit continue to receive this benefit which is the same amount as the Maternity leave benefit.

*Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the mother*

- In the case of illness or death, the 2 weeks of obligatory leave can be transferred to the father or co-parent.
- There is no additional right to leave for multiple births as the right to Maternity (and Paternity and Parental) leave is related to the event of birth and not the number of children born.
- However, parents with triplets or more children can apply for an extra 26 weeks of parental leave to be shared between parents. This leave cannot be extended or postponed.

*Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- Under collective agreement and/or work contracts, full earnings may be paid during leave, i.e., their employer supplements the state benefit. However, a number of collective agreements and work contracts have the requirement that the employee must have been employed in the company for a certain period, for instance 18 months. This positions young women poorly in regard to their right to full pay but also for taking up work elsewhere.<sup>203</sup>
- The percentage of the Danish workforce that is covered by collective agreements has remained stable since 2012 but has previously declined especially among the younger age groups, which means that fewer younger

---

<sup>203</sup> 'Vil virksomheder helst undgå unge kvinder med planer om at blive mødre?', *Politiken*, 3 March 2023

workers are ensured pay during leave via a collective agreement.<sup>204</sup> In 2018, 82 per cent of the total workforce was covered by such collective agreements (compared to 74 per cent in the private sector).<sup>205</sup>

- To help employers finance the costs of these supplements, different leave reimbursement funds have been set up, starting in 1996 when a leave fund was set up to reimburse private employers' leave costs, so that the cost for compensation was pooled. In 2005, it was made obligatory for all municipal employers to pool the costs of employees' uptake of leave, so that a workplace with a predominance of female workers should not face higher costs. Since 2006, it has been obligatory for private employers to be members of a leave fund. As illustration, in the largest private leave fund, DA-Barsel, private employers pay DKK1,200 [€161.09] per year for each full-time employee and receive reimbursement of up to DKK222.51 [€29.87] per hour for up to 31 weeks.<sup>206</sup> <sup>207</sup>; the additional cost of compensation for employees with higher hourly rates than this must be borne by individual employers. Depending on the industry in question, the funds also cover full or parts of Parental leave; for example, within the industrial sector, each parent is entitled to coverage of full earnings for the whole period of Maternity, Paternity and Parental leave.<sup>208</sup>
- In 2010, an evaluation of the funds covering the private sector concluded that the funds seem to be beneficial for women – although employers did not believe that the fund had made them change their view on hiring women – and that more men seemed to take up leave as a consequence of receiving payment during leave. Employers tended to be more positive towards men taking leave than before, as well as being generally positive in their view of the fund. Only around one third of employers were unaware of the possibility of receiving reimbursement for 29 weeks – even in female-dominated sectors – and therefore failed to claim such reimbursement. This was clearly related to whether or not employers paid wages during leave for their employees.<sup>209</sup> Statistics from the industrial sector fund show an increase in the refunds for men's uptake of Parental leave – from 17 per cent in 2012 to 40 per cent in 2015. This increase is explained with reference to larger flexibility in men's

---

<sup>204</sup> [http://www.ugebreveta4.dk/lo-om-15-aar-er-kun-hver-anden-medlem-af-en-fagforeni\\_20027.aspx?redir=newsletter&utm\\_campaign=guest\\_GammelA4\\_Ikkevalideret&utm\\_medium=nl\\_top&utm\\_source=newsletter\\_Morning&nid=NDQy&aid=20027](http://www.ugebreveta4.dk/lo-om-15-aar-er-kun-hver-anden-medlem-af-en-fagforeni_20027.aspx?redir=newsletter&utm_campaign=guest_GammelA4_Ikkevalideret&utm_medium=nl_top&utm_source=newsletter_Morning&nid=NDQy&aid=20027)

<sup>205</sup> DA Analyse (2020) *I Danmark er de fleste dækket af overenskomst [Most are covered by collective agreements in Denmark]* Available at: <https://www.da.dk/politik-og-analyser/overenskomst-og-arbejdsret/2018/hoej-overenskomstdaekning-i-danmark/>.

<sup>206</sup> <https://www.dabarsel.dk/refusion/satser/> As of July 2023, the types of leave are reimbursed differently: Maternity Leave before birth and Paternity Leave (DKK199.26 [€26.71] per hour), Maternity after birth (DKK207.76 [€27.84] per hour), and Parental leave (DKK222.51 [€29.69] per hour).

<sup>207</sup> See <https://www.dabarsel.dk/refusion/satser/> and <https://www.dabarsel.dk/bidrag/satser>

<sup>208</sup> <https://www.danskindustri.dk/vi-radgiver-dig-ny/personale/graviditet-og-barsel/betaling-ved-graviditet-og-barsel/>

<sup>209</sup> COWI (2010) *Evaluering af barseludligningsloven [Evaluation of the Maternity Compensation Act]*. Copenhagen: Ministry of Employment.

use of Parental leave, due to the removal of a clause in the collective agreement for this sector (See section 1c 'Additional note')<sup>210</sup>.

- A reimbursement fund was also set up in 2006 to cover self-employed people, who were reimbursed for the equivalent 31 weeks for women and 23 weeks for men. As of 1 April 2016, the fund was abolished, the argument being that it was too costly to cover such a small group sufficiently. This was considered by one of the major unions to represent a blow to gender equality, given that Denmark has a very low proportion of female self-employees already.<sup>211</sup> In Denmark, eight per cent of new enterprises are headed by a woman under 35 years of age. The fund was re-instated 31 January 2021. All self-employed earning more than DKK244,140 [€32,719.96] annually are obliged to be a member. Only self-employees working full-time are covered.

## **b. Paternity/co-mother leave (Fædre/medmoderorlov: see 'note on terminology') (responsibility of the Ministry of Labour)**

### *Length of leave*

- Ten weeks.

### *Payment and funding*

- Tax and funding as for Maternity leave.

### *Pension payments*

- Payments as for Maternity leave.

### *Flexibility in use*

- If the employer agrees, the 8 weeks of leave can be taken part-time, as single days or single weeks, and must be taken within a 10 weeks period.
- These eight weeks can also be postponed, subject to agreement with the employer and if the employee has returned to full-time work.
- Eight weeks can be transferred to the mother.

### *Eligibility*

- Employees and self-employed people in a recognized partnership, including same-sex partnerships. The parental status must have been established. The provisions are the same as for Maternity leave.

---

<sup>210</sup>[http://www.ugebreveta4.dk/maend-i-skurvognen-skal-ud-med-barnevognen\\_20405.aspx?redir=newsletter&utm\\_campaign=guest\\_EU\\_Ekstralist\\_From\\_MorningNL&utm\\_medium=nl\\_top&utm\\_source=newsletter\\_Morning&nlid=NjY5&aid=20405](http://www.ugebreveta4.dk/maend-i-skurvognen-skal-ud-med-barnevognen_20405.aspx?redir=newsletter&utm_campaign=guest_EU_Ekstralist_From_MorningNL&utm_medium=nl_top&utm_source=newsletter_Morning&nlid=NjY5&aid=20405)

<sup>211</sup><https://dm.dk/akademikerbladet/aktuelt/2016/februar/slut-med-selvstaendiges-barselsfond-og-udvidet-loenstatistik/>

- Children born into a female same-sex family can be adopted by the co-mother as a step-child from birth. This means that an adoptive mother who is the registered partner or spouse of a female biological mother is also entitled to the Paternity (and Parental) leave cash benefit. Male same-sex couples who have conceived children via a surrogate mother do not have the same possibilities. Legally, there can only be 2 parents, in this case the biological mother and father. The non-biological father can only adopt the child after 2½ years and does therefore not have eligibility for Paternity (and Parental) leave,<sup>212</sup>
- Unemployed fathers receive unemployment benefit and people on sickness benefits receive sick benefit in the two weeks of Paternity leave.

*Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- All male employees covered by collective agreements receive full earnings during the Paternity leave. However, as stated earlier (see 1a 'additional note') the percentage of the Danish workforce covered by collective agreements is declining, especially among the younger age groups.

### **c. Parental leave (Forældreorlov: see 'note on terminology') (responsibility of the Ministry of Labour)**

*Length of leave*

- Fourteen weeks for each parent.
- Leave is an individual entitlement, of which 9 weeks are non-transferable.

*Payment and funding*

- As for Maternity leave.
- Tax and funding as for Maternity leave.

*Pension payments*

- Payments as for Maternity leave.

*Flexibility in use*

- If the employer agrees, the leave can be taken part-time, as single days or single weeks, and must be taken within a 10 week period.
- There is the right to postpone up to 5 weeks of leave until after the child is 1 year, but leave must be taken before the child is 9 years. Subject to agreement with the employer, more weeks can be postponed.
- Both parents can be on leave at the same time.

---

<sup>212</sup> Semanda, F. (2017) *Normbrydende forældre-barn relationer i retlig belysning [Norm-breaking parent-child relationships in legal perspective]*. Det Juridiske Fakultet, Københavns Universitet.

- Each parent can prolong their total leave period to 40 weeks (for all) or 46 weeks (only employed and self-employed people). In this case, the benefit level is reduced over the extended leave period, so that the total benefit paid equals 32 weeks at the full rate of benefit (though this extended benefit can only be claimed by one parent, as benefit is per family and not per parent).
- It is possible to return to work on a part-time basis, with a reduced benefit payment spread over this extended period of leave (e.g., a parent may work part-time and thus prolong the leave period from 32 to 64 weeks.) This is subject to agreement with the employer.

*Eligibility (e.g., related to employment or family circumstances)*

- As for Maternity leave.
- Fathers who are studying receive a total of up to 9 months' extra study grant.
- Same-sex parenting couples have the same eligibility as described above (see 1b).

*Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; single parent)*

- Multiple births as for Maternity leave
- In the case that the mother and father/co-mother do not cohabit at the time of birth, or do not have shared custody, or if the child only has one judicial parent at the time of birth (i.e., if the child is conceived by donor or the other parent has passed away), the single parent has a right to 46 weeks of leave after birth. Single parents may transfer up to 13 weeks of leave to near family members.
- In LGBT+ families, each legal parent can transfer up to 13 weeks of leave to so-called 'social parents', who are defined as: the spouse of a legal parent, the cohabiting partner of a legal parent if they have lived together for a minimum of 2 years, a known donor with a parental relation to the child, or the spouse/cohabiting partner of the known donor if this person has a parental relation to the child. (i.e., non-biological co-parents). This means that leave can be shared between two legal parents and two 'social parents'.

*Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)*

- All employees covered by collective agreements receive full earnings during part or all of the Parental leave period (a maximum coverage may be set in the agreements, however); see above in section 1a additional note.
- See 1a for the reimbursement fund for the self-employed.
- From 2007, the industrial sector (representing 7,000 employers nationwide, including production, service, knowledge, and IT, and encompassing more than 500,000 employees) introduced a paid father's quota in Parental leave. The entitlement was up to 9 weeks' Parental leave with payment: 3 weeks for the father, 3 weeks for the mother, and 3 weeks for the parents to share – the weeks for the mother and the father respectively were quotas and,

therefore, lost if not used. Later agreements have prolonged the period, until now it is 8+5+3 weeks, i.e., the father has now the right to half of the earmarked weeks<sup>213 214</sup>. Parents covered by this agreement can take Parental leave with pay within a year after the birth of the child.

- In spring 2008, a similar Parental leave model was also introduced for employees working in the public sector. It is now 7+6+6 weeks
- After the introduction of the earmarked leave in September 2022 parents are now situated equally in regard to their right to Parental leave after divorce.

#### **d. Childcare leave or career breaks**

No statutory entitlement.

#### **e. Other types of leave and flexible working**

##### *Adoption leave and pay*

- For adoptive parents, the same regulations for leave apply as for other parents, with the exception that there is a right to take 2 of the 48 weeks by both parents together.

##### *Time off for the care of dependents*

- Most working contracts and labour market agreements include the right to take 1 day of leave to care for a sick child. Public employees are entitled to 2 days. Leave is paid.
- All employees may, depending on the assessment of the local municipality, be eligible for a care benefit (*Plejevederlag*) if they care for a terminally ill relative or close friend at home. The municipality decides the length and level of benefit payment. There is no entitlement to leave associated with this benefit.

##### *Specific provision for (breast)feeding*

- None.

##### *Flexible working*

- Parents (including co-mothers and social parents) with 1 or more children under 9 years old are entitled to apply in writing for changes in work hours

---

<sup>213</sup> CO Industri & DI (2017) *Industriens Overenskomst 2017-2020* [Industrial Agreement 2017-2020]. Available at: <https://di.dk/Shop/Overenskomster/Produktside/Pages/Produktside.aspx?productId=6549>

<sup>214</sup> CO Industri & DI (2020) *Industriens Overenskomst 2020-2023* [Industrial Agreement, 2020-2023]. Available at: <https://www.danskindustri.dk/vi-radgiver-dig-ny/di-dokumenter-for-personale/personalejuras-dokumenter/overenskomster/industriens-overenskomst/>



or work patterns for a specific period of time. Flexible work may include distance working, working from home, or a reduction in working hours. If the application is denied, the employer must explain the reason, The right against dismissal, which is in place during leave, now also encompasses when the employee applies for changes in the work arrangement.

## 2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave is 18 months, or just under 11 months if taken full-time paid at the normal rate. There is an entitlement to Early Childhood Education and Care (ECEC) from when the child is six months of age, so there is no gap between the end of well-paid leave and an ECEC entitlement.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

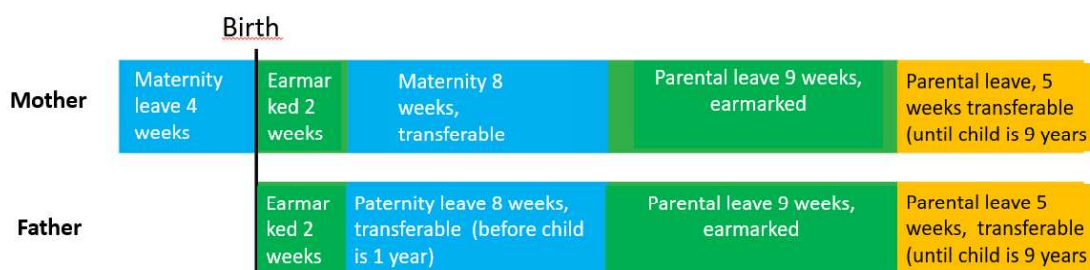
## 3.Changes in policy since April 2023 (including proposals currently under discussion)

Since January 2024 it has become possible for parents to transfer Parental leave to near family members and to non-biological co-parents. From this date also, social parents have the right to request flexible working.

After the implementation of the EU Directive from August 2023, the total leave period following birth for each parent is 24 weeks. This means that the child can be cared for at home until it is 48 weeks old, which is the same as before the reform. The leave period is composed as follows (see Figure 1):

- Two weeks non-transferable earmarked leave for each parent (Maternity and Paternity/co-mother leave),
- Thirteen weeks transferable leave for each parent (for the mother 8 weeks Maternity and 5 weeks Parental leave, and for the father 8 weeks of Paternity and 5 weeks of Parental leave)
- Nine weeks of non-transferable, earmarked leave for each parent (Parental leave).
- In addition, there are 4 weeks non-transferable, earmarked prior to the birth for the mother (Pregnancy leave).

**Figure 1. Composition of leave periods, mother and father**



## 4. Uptake of leave

Statistics on the uptake of leave do not provide data on the proportion of parents using either Maternity, Paternity or Parental leave. Instead leave uptake is grouped across the three forms of leave.<sup>215</sup>

Also, data on leave uptake for all Danish parents has only been available since 2015. Prior to this, data covered only those who were eligible for a cash benefit. As of 2021, 88 per cent of fathers and 84 per cent of mothers were eligible. Parents who are not eligible for leave often use instead annual vacation and it is difficult to estimate how much time they actually spend with the child. Therefore, most statistical accounts use data on parents who are eligible only and the following presentation will mainly focus on parents with eligibility for the cash benefit. Throughout this part of the report, we will refer to the latest available figures, which are for the most part from 2021 and therefore before the introduction of the European Commission Directive.

### a. Mothers on leave

As of 2021, 83 per cent of all mothers took leave with benefit.<sup>216</sup> Focusing further on cohabiting couples who were both eligible for the cash benefit, in 79 per cent of cases both took leave (not necessarily at the same time.<sup>217</sup> Statistics indicate that in these couples where only the mother took leave, mothers' leave uptake is stable over time. Eligible mothers took on average 284.2 to 279.1 days between 2015-2021, while mothers who have taken leave alone took 303.4 to 302.61 days over the same period.<sup>218 219</sup>

Well-educated mothers take the shortest leave (in contrast, the opposite is the case among fathers; here, well-educated fathers). The education level of the mother and her position in the labour market is central to the division of leave between the parents. Mothers employed in agriculture take the longest leave, while mothers employed in information and communications take the shortest leave.<sup>220</sup> Danish research confirms that women in general still lose out in life-time earnings when they take leave.<sup>221</sup>

---

<sup>215</sup> <https://www.statbank.dk/BARSEL04>

<sup>216</sup> <https://statistikbanken.dk/Barsel04>

<sup>217</sup> <https://statistikbanken.dk/Barsel05>

<sup>218</sup> <https://statistikbanken.dk/Barsel04>

<sup>219</sup> The number of leave days from 2015-2020 differ from the 2020 report due to a change of reporting methods in Statistics Denmark. A day comprising just one hour's maternity counted for a full day in the previous report while it only counts for a fraction of a day in this report. Also, the number of leave days are only counted up until the child turns one year old.

<sup>220</sup> Danmarks Statistik (2017) *Statistiske efterretninger: Dagpenge ved graviditet, fødsel og adoption 2016* [Statistical overview: Unemployment benefits for pregnancy, childbirth and adoption] 2017: 9, København: Danmarks Statistik

<sup>221</sup> Kleven, H, Landais, C. and Søggaard, J.E. (2019) 'Children and Gender Inequality: Evidence from Denmark', *American Economic Journal: Applied Economics*, vol. 11, 4: 181-209. Available at: <https://doi.org/10.1257/app.20180010>

While these figures reflect the situation before the implementation of the EU Leave Directive, there is indication that the introduction of the quotas has had its intended effect. A report from March 2023 surveying members of the Danish Society of Engineers shows that female members now either planned or took shorter leave than before the implementation of the EU Directive. After the reform, they on average planned or took 33.2 weeks, which is 4.4 weeks shorter than in a similar survey the year before.<sup>222</sup> The union concludes that the reform has been successful in that there is more gender balance in leave take-up.<sup>223</sup>

## **b. Fathers on leave**

Seventy-eight per cent of eligible fathers in 2021 took leave with benefit, and 68 per cent of the total number of fathers took leave. Overall, the proportion of fathers taking leave has not changed since 2015.

There has over time been a change in fathers' average take-up of leave days. Earlier accounts from 2007-2010 have shown an increase in the number of days that fathers take, when both the mother and the father take leave (not necessarily at the same time) – from 32 days on average in 2007 to 37 days in 2010 and data for 2011-2013 showed some stabilization in these figures.

This increase in fathers' leave days may be explained by the introduction of a fathers' quota in the collective agreements and (partly) by the removal of the clause in the collective agreement of the industrial sector, which led to larger flexibility in leave use for employees covered by this agreement, especially fathers<sup>224</sup> (see 1c).

Applying new methods to account for leave uptake introduced in 2015, there appears again to be an increase in father's leave days. However, part of the explanation may be a change in statistical reporting<sup>2,5</sup> Among couples where both are eligible and regardless of how the leave was shared, the average days that fathers took in the period from 2015-2021 increased from 29.7 to 35.6 days.<sup>225</sup> In couples, where both took leave, these days increased also, from 36.5-44.6 days. In the few families where the fathers were the only parent to take Parental leave, their leave uptake in 2021 was 53.4 days.<sup>226</sup>

Statistics on fathers' leave uptake based on data from 2021 and most recent data also show that:

- Well-educated fathers and fathers with a high income take the longest leave.<sup>227</sup> High educated eligible fathers take 52.3 days compared to 19.4 days among fathers with lower secondary education.
- Fathers living in the largest cities take the longest leave. E.g. eligible fathers living in Copenhagen city take on average 51.5 days, compared to 25.5 days in

---

<sup>222</sup> <https://ida.dk/om-ida/nyt-fra-ida/oeremaerket-barsel-virker>

<sup>223</sup> <https://ida.dk/om-ida/nyt-fra-ida/oeremaerket-barsel-virker>

<sup>224</sup> DR Nyheder (2014) 'Mænd i industrijob tager mere barsel', 25 January 2014.

<sup>225</sup> <https://statistikbanken.dk/Barsel04>

<sup>226</sup> <https://www.statbank.dk/BARSEL04>

<sup>227</sup> Danmarks Statistik (2017) *Fædres brug af orlov [Fathers' use of leave]*, København, Danmarks Statistik, p. 1

West Jutland.<sup>228</sup> The explanation is again found in the level of education with persons with higher education being concentrated in the larger cities.

- Fathers employed in the public sector take the longest leave period (50 days in 2014).<sup>229</sup>
- Fathers employed in male-dominated branches take five days less than the average.<sup>230</sup>
- Self-employed fathers take the least leave (16 days).<sup>231</sup>
- Fathers with well-educated partners take 60 per cent longer leave than fathers on average.<sup>232</sup>
- Fathers share of the total leave increase from 6 percent in 2003 to 14 percent in 2021.<sup>233</sup>

A report from March 2023 surveying members of the Danish Society of Engineers compared leave plans before and after the implementation of the EU Directive. The union concludes that the reform has been successful in that before the reform, fathers planned or took 9.5 weeks. After the reform, fathers planned to take or took 13.6 weeks.<sup>234</sup>

In addition, preliminary analysis of fathers' take-up of leave comparing fathers of children born before and after the implementation of the EU Directive, suggests that within a period of six months the father's quota has affected an increase of 3.5 weeks in leave for fathers/other parent, and 4.5 weeks less for mothers. Based on data for 30,000 children, the analysis shows that before the EU directive mothers on average took 40.36 weeks, and now 35.88 weeks, while fathers/other parents took seven weeks and now 10.5 weeks.

49 per cent of fathers/other parents take up to 11 weeks, while 27.6 per cent take only the two weeks of Paternity leave. Prior to the implementation of the directive, this proportion was 55.7 per cent.<sup>235</sup>

---

<sup>228</sup> <https://statistikbanken.dk/Barsel04>

<sup>229</sup> Danmarks Statistik (2017) *Fædres brug af orlov*, København, Danmarks Statistik, p. 1

<sup>230</sup> Danmarks Statistik (2017) *Fædres brug af orlov*, København, Danmarks Statistik, p. 1

<sup>231</sup> Danmarks Statistik (2017) *Fædres brug af orlov*, København, Danmarks Statistik, p. 1

<sup>232</sup> Danmarks Statistik (2017) *Fædres brug af orlov*, København, Danmarks Statistik, p.4

<sup>233</sup> <https://statistikbanken.dk/Barsel04>

<sup>234</sup> <https://ida.dk/om-ida/nyt-fra-ida/oeremaerket-barsel-virker>

<sup>235</sup> <https://www.atp.dk/nyheder-og-indblik/helt-nye-tal-om-oeremaerket-barsel>