

TAKING PREGNANCY OR PARENTAL LEAVE



O¢∕2UÜTO≣∕OUÞÁUÞÁ VPÒÁÃÒTÚŠUŸÒÒ	Þæ{ ^			Öær^Á;≁Óãc@	
Φ⊘UÜT05/00,ÞÁUÞÁ ÞUÞË ÔPO\$ÖÖÓŒÜΦĮÕÁ	Þæ ^			Öær^ÁjÁÓãc@	
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O¢ØUÜTO≣∕OUÞÁUÞÁ VPÒAÔPOŠÖ	Ô@4å©/&i`^/&aæ^		Ô@å@Áaæ^Á, Áaãc@	Ô@¢å©Á\$aæ^Á;~Á\$aāo@	
ÚÜÒÕÞŒÞÔŸ∕ÃÒŒXÒ I€Áġeekåæ?∙		Ùædåæ^	V@-ÁA{] [^^¦Á(`●c {ậā[`{Á[-Ác;[Á:[V@A^{] [^^;4, ¥•o\$a^A;[cāa?àA;4o@A;¦æ3}æ3;&A^æç^AæA {3;ā[`{A;4c;[A;[}o@Aa^{{:}^A@Aj;c}}a^àA^æç^EA 	
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CHILDBEARING PARENT'S PARENTAL LEAVE	1. ÚÒÜQIÖ	Úæ;	{æ¢ãįĭ{Á∱-ÁHG€Á,e	Úæh (ﷺ ۵ الله الله الله الله الله الله الله ال	
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	2. ÚÒÜQIÖ	Úcæd&æ^]^¦∙[}, , @, A		
		Ò} åÆaæ^			
	3. ÚÒÜQÜÖ	Úcædá æ^	of four periods, len	The employee is entiteld to take the parental leave in a maximum of four periods, length of which must be a maximum of 12 week days.	
		Ò}åÁåæ^	The employer must	The employer must be notified of the parental leave a minimum of two months before the intended leave. If the length of the leave is a maximum of 12 weekdays, the notice period is 1 month.	
	4. ÚÒÜQIÖ	Ùæko &æ^			
		Ò}åÁáæ^			
NON-CHILDBEARING PARENT'S PARENTAL LEAVE Non-childbearing parent may take 1 - 18 weekdays of parental leave in connection to child birth during the pregagnancy allowance period.	1. ÚÒÜQ/Ö	Ùæ‰æ^	maximum of 320 we	Parental allowance based on the child's birth and adoption is a maximum of 320 weekdays, as of which both parents may use half, a total of 160 weekdays. The parent who is entiteld to the parental allowance may transfer a maximum of 63 days of parental allowance days to another person, who is the child's other parent, child's legal guardian or the spouse of the parent trasferring the days or the lspouse of the other parent. Spouse refferse to a person living in a common household with the parent under marital conditions.	
		Ò} åÁaæ^	The parent who is e		
	2. ÚÒÜQIÖ	Ùæ⁄\$æ^	person, who is the o the spouse of the p		
		Ò}åÁáæ∧	other parent. Spous household with the		
	3. ÚÒÜQIÖ	Ùæ‰æ^	of four periods, leng	The employee is entitled to take the parental leave in a maximum of four periods, length of which must be a maximum of 12 week days. The employer must be notified of the parental leave a minimum of two months before the intended leave.	
		Ò}åÁáæ∧	The employer must		
	4. ÚÒÜѠÖ	Ùæko ^k æ^		If the length of the leave is a maximum of 12 weekdays, the notice period is 1 month.	
		Ò} åÁåæe^			
ADDITIONAL INFORMATION					
DATE AND SIGNATURE	Place		Date		
	Employee's signature		Employer's / recipier	Employer's / recipient's signature	
	Clarification of signature		Clarification of signa	Clarification of signature	
	Clarification of signature		Clarification of signa	Clarification of signature a justified reason, the plan can be changed by following the statutory	