



**Do you know  
the conditions  
of your  
employment  
as a PhD  
student?**

## **Holiday**

You always have the right to take 25 days of holiday a year as a Ph.D. student. You accrue 2.08 days of holiday per each calendar month you work. You can use it during the holiday year which starts on May 1st the year after you accrue the days and ends on April 30th the year after. You are both entitled and obligated to take your yearly vacation. In some cases, universities ask PhD students to use their remaining vacation days in the final months of their employment.

## **Hours of work**

Your average time of work is 37 hours per week. If you are a PhD fellow at a university, the university can demand that you perform assignments for your institute to an extent which over three years corresponds to a total of 840 working hours. You are not entitled to remuneration for additional work unless it is due to you having exceeded the 840-hour limit for work carried out for the university.

## **Parental leave**

You are paid parental leave in accordance with your collective agreement. As a PhD fellow at a university, you have the right to extend your employment and your enrolment by the period during which you are on parental leave. This means that if your employment terminates during your period of leave, your employment will be extended in the remaining period of leave. Furthermore your employment will be extended by a period corresponding to the period of leave until the scheduled end of the employment.

## **Illness**

Talk to your union about extension in case of illness. PhD students do not have a right to be extended due to illness. However, in many cases the university can choose to extend in case of prolonged illness. Always inform the university and your union in case of sickness. A provision exists which means that the employment period may be extended in cases of prolonged illness when this has demonstrably delayed the study.

## **Dismissal**

If your employer wishes to dismiss you, there is a specific procedure that must be followed. Therefore, it is important to contact your union representative or DM as early in the process as possible.

For more information go to  
**[english.dm.dk/career/phd](https://english.dm.dk/career/phd)**  
or contact us at [phd@dm.dk](mailto:phd@dm.dk)