

Parental leave and parental benefit

Practical information for employees in Saxony

Parental leave

Competent authority: your employer

Parental leave offers you the opportunity to look after your child and at the same time not to lose touch with professional life.

As an employee, you are entitled to parental leave until your child's third birthday. During this period, you do not have to work – your job remains secure and you are protected against dismissal. Mothers and fathers can take parental leave alone or together. It is important that you live in the same household as your child, that you look after and bring up the child mainly by yourself and that you do not work more than 30 hours per week during parental leave.

You must apply for parental leave up to the completion of your child's third birthday with your employer latest seven weeks before the beginning of parental leave. Following expiry of parental leave, your employer must offer you an equivalent job.

Parental benefit

Competent authority: Parental allowance office (Elterngeldstelle) of your competent city or district administration.

Parental allowance is a state support for parents who want to look after their child themselves for a period after birth and who are therefore not or not fully employed during this time. Parental allowance can also be paid to parents who were not working before the birth of the child.

Parental allowance is available for births from 1 July 2015 in two variants: as basic parental allowance, which corresponds to the old parental allowance regulation, and as ElterngeldPlus. With ElterngeldPlus, mothers and fathers can combine parental allowance and part-time work. Parents who return to part-time work at an early stage will receive parental allowance (or partner bonus) for longer.

Parental allowance amounts to roughly two thirds of the previous income – at least 300 € and at most 1,800 €. Parental allowance is paid for twelve months. If mother and father share parental leave, they receive basic parental benefit for a maximum of 14 months. One parent

can get parental allowance for at least two and at most twelve months.

ElterngeldPlus is calculated in the same way as the basic parental allowance, but amounts to a maximum of half the parental allowance to which parents without part-time income would be entitled after childbirth. In return, it is paid for twice the period: one basic parental allowance month = two ElterngeldPlus months.

To receive parental allowance, you must meet the following requirements:

- You care for and raise your child yourself after birth.
- You live with your child in the same household.
- You do not work more than 32 hours a week.
- You have your place of residence or habitual abode in Germany.

Note: Nationals of EU member states, Iceland, Liechtenstein, Norway and Switzerland are also entitled to parental allowance if they are employed in Germany or live in Germany. Nationals of other countries can receive parental allowance if they have a settlement permit, a permit for permanent residence in the EU or a residence permit that entitles them to work.

Please refer to www.familie.sachsen.de for more information. You can find the parental allowance office responsible for you and application forms at <https://amt24.sachsen.de/>.

If you have any questions, please do not hesitate to contact us. **Our advice is free of charge.** Our office hours and further information can be found at:

