

Who is eligible for parental leave in Germany?

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Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Germany it is called Elternzeit and Elterngeldgesetz. The Elternzeit is the parental protection, and Elterngeldgesetz stands for paid parental leave. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in Germany is:

- € Paid: The amount changes between 50% and 100% of previous earnings depending on the duration of leave taken.
- 18 months (paid for a period of 12 plus 2 further months) for both parents like at least two months of leave.
- While the leave benefit is an individual right, the leave itself is a family entitlement.

Almost all women and men in employment are eligible for parental leave.

This factheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility (2). For Germany, it is not possible to simulate all the conditions that apply due to data restrictions.

Parental leave benefit, Elterngeldgesetz, is an income-related benefit granted to parents if they take full-time or part-time leave. They can choose between two benefit types. The first one is Basiselterngeld, where parents are compensated during the entire leave period (12 months) between €300 and €1,800. The second option is ElterngeldPlus, which is a replacement of a proportion of the parent's income due to reduced working hours after the childbirth. This benefit is given for 24 months, and the amount varies between €150 and €900.

Who is eligible for parental leave in Germany?

- ✓ Employees
- ✓ Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (3) (and applicants)

In the EU-28 (2):

- 15 countries restrict access to employees with short working duration before birth (not Germany)
- The self-employed are not eligible in 10 countries (not Germany)
- 11 countries do not allow access for same-sex parents (not Germany)
- 18 limit access to refugees or asylum seekers (including no access for asylum seekers in Germany)

(1) Information for same-sex couples, refugees and asylum seekers when they apply for a child in the attachment, is not available in all EU-28.
 (2) Women share categories multidimensional and cover all EU-28 citizens, the country variable, refugees and asylum seekers.
 (3) The fact is detailed below in the child's passport column.

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Read more

[Factsheet: Who is eligible for parental leave in the EU-28?](#)



[Factsheets: Eligibility for parental leave in EU Member States](#)



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