

Who is eligible for parental leave in Germany?

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 65% and 100% of previous earnings depending on the duration of leave taken



14 months (paid for a period of 12 plus 2 'Partner bonus months') if both parents take 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 factsheet 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 ⁽¹⁾. 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+2 months) between €300 and €1,800. The second option is **ElterngeldPlus**, which is a replacement of a proportion of foregone 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 ⁽²⁾**
(except asylum seekers)

In the EU-28 ⁽³⁾:

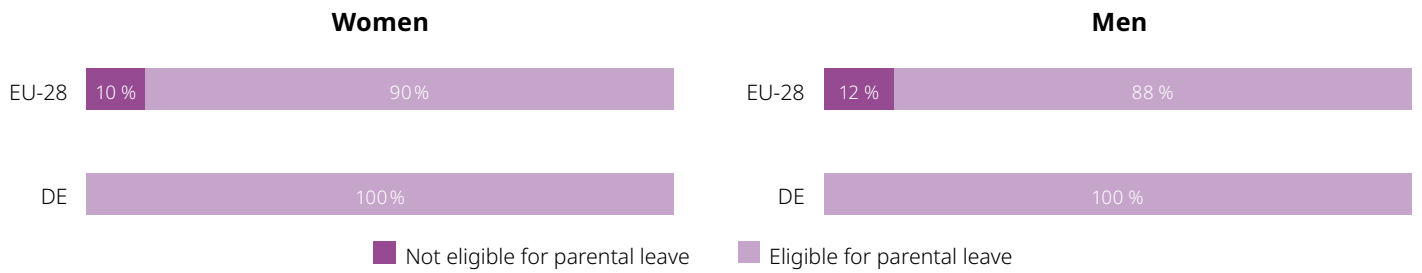
- **15** countries restrict access to employees with short working duration before birth (not Germany)
- The self-employed are not eligible in 10 countries (not Germany)
- **11** countries do not allow access for same-sex parents (not Germany)
- **19** limit access to refugees or asylum seekers (including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

⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽²⁾ The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

⁽³⁾ The data was collected before the UK left the European Union.

Parental leave in Germany is an employment right irrespective of the length of service.



Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.
Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa_pganws)).

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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