

# Tab Employment - Maternity Protection / Parental Leave

In this section, future maternity protection or maternity leave (parental leave) is maintained.

Naturally, maternity protection can only be saved for female employees. Maternity leave can be saved for both male and female employees ( Fathers' leave).

The periods of maternity protection and maternity leave are calculated according to the expected date of birth entered.

These can also be automatically transferred to an employment entry by checking the "Create/update employment entry for maternity protection" checkbox.

## Use Cases

The following use cases are possible:

- Maternity protection
- Maternity protection with subsequent maternity leave
- Maternity protection with subsequent maternity leave and a second part of maternity leave
- Maternity protection with later maternity leave
- Father leave (no planned date of birth, otherwise the terms of protection would be checked)

Maternity protection contains

- Registration with planned date of birth
- Announcement of the actual date of birth and circumstances determining the duration of maternity protection (multiple births, caesarean section, premature birth)

More detailed instructions can be found under [Managing parental leave and maternity leave](#)<sup>1</sup>.

The following **example** shows how the maternity leave is captured (picture # 01) and what effect the capturing has on the tab employment (picture # 02)

**# 01**



The screenshot shows the HR-Expert interface for a person named Katrin Karner. The 'Maternity / Paternal Leave' tab is active, displaying a table with one item. The table has columns for 'Expected birth date', 'Actual birth date', 'From', 'Expected to', 'Actually to', 'From', 'To', '2nd part from', and '2nd part to'. The data row shows an expected birth date of 01.05.2023 and an expected end date of 26.06.2023.

| Expected birth date | Actual birth date | From       | Expected to | Actually to | From | To | 2nd part from | 2nd part to |
|---------------------|-------------------|------------|-------------|-------------|------|----|---------------|-------------|
| 01.05.2023          |                   | 06.03.2023 | 26.06.2023  |             |      |    |               |             |

HR-Expert Search

PERSONNEL ORGANISATION REPORTS SYSTEM MAINTENANCE

Person: Karner Katrin (SuW22032815\_Sonne und Wind GmbH)

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**Employment (1 items)**

| Valid from | Valid till | Duration          | Priority           | Social Security Group | Employment code | Entry Date | Resignation Date | Virtual Entry Date | End of probation |
|------------|------------|-------------------|--------------------|-----------------------|-----------------|------------|------------------|--------------------|------------------|
| 01.12.2022 | 01.01.2000 | 0y 0m 6d till now | Primary Employment | Fully insured         | Employee        | 01.12.2010 |                  |                    |                  |

**Employment States (3 items)**

| Valid from | Valid till | Duration  | State    | Reason                      | Hours per Week | Percent | Labor Contract | Pay group |
|------------|------------|-----------|----------|-----------------------------|----------------|---------|----------------|-----------|
| 27.06.2023 | 01.01.2000 |           | Active   | End of maternity protection | 38,50          | 100,00  |                |           |
| 06.03.2023 | 26.06.2023 | 0y 3m 21d | Inactive | Maternity protection        | 0,00           | 0,00    |                |           |
| 01.12.2022 | 05.03.2023 | 0y 3m 5d  | Active   |                             | 38,50          | 100,00  |                |           |

1. </daisy/webdesk-manual-admin/7851-dsy.html?language=4>