

# 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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Master data System Contactinfos Time Acquisition Organisation Skills Employment Development Finances Education Family Documents

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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		

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