

Information for employees living in Germany and working for the University of Twente in the Netherlands (cross-border commuters)

Maternity, parental leave and child benefit

Pregnancy/maternity

You are obliged to provide your employer with a certificate from your gynaecologist stating the expected date of childbirth.

Due to the collective agreement and legal requirements for your employment relationship with the university, you are entitled to 16 weeks maternity leave, of which at least 10 weeks are compulsory after the birth of the child.

If you are covered by the social security system in Germany, you must also comply with the German maternity leave period. This amounts to a total of 14 weeks, of which 8 weeks after the birth is also a ban on activity. These requirements are fully covered by the Dutch regulations, so that the German regulations do not lead to additional claims.

If you are covered by the social security system in the Netherlands, you will continue to receive your salary during this period.

If you are covered by the social security system in Germany, you will receive maternity benefit from your health insurance fund for 14 weeks. Your employer will pay you a subsidy to the maternity benefit so that you can continue to receive your previous net salary during this period. During the 2 weeks that the maternity leave period is longer than the German period in the case of a Dutch employment contract, you will continue to receive your salary from your employer.

"Ouderschapsverlof" / parental leave

With reference to the collective agreement you are required to submit a written application to your employer 8 weeks before taking "ouderschapsverlof"/parental leave. This application must specify the period of time and the amount of time off per working week as well as the desired distribution of the time off.

According to the collective agreement of Dutch universities, you are entitled to "ouderschapsverlof" for 13 weeks. During this period, your salary will continue to be paid at 62.5%. However, it should be noted that during this period the employer's contributions to the company pension and 1/3 of the Dutch employer's contributions to social security are to be paid by the employee.

If you opt for a partial exemption under the "ouderschapsverlof" and, for example, resume work at 50%, you will not have to pay the employer's contributions.

If you are covered by social insurance in Germany, the regulations on parental leave and parental allowance would apply in parallel.

If you wish to take parental leave in addition to the Dutch regulations, you are also obliged to make a binding agreement in advance within the above-mentioned period for the following 2 years. If you take advantage of "ouderschapsverlof", the periods will be counted towards the parental leave in parallel.

When applying for parental allowance at the responsible parental allowance office in your district, you must always declare the salary you continue to receive as income.

Child benefit

If you are subject to Dutch social insurance, you must check whether the other parent is subject to German social insurance due to employment. If this is the case, the other parent can apply for child benefit and will receive German child benefit.

If the other parent is not employed or if he/she is also subject to Dutch social insurance, the first step is to apply for Dutch child benefit at the Dutch authority (SVB). The second step is to apply for German child benefit at the Rhineland-Palatinate-Saarland family benefits office (Familienkasse Rheinland-Pfalz-Saarland). The child benefit already paid by the Dutch authorities will be considered. On balance, you are entitled to the higher German child benefit.

If you are subject to compulsory German social insurance, you are originally entitled to German child benefit, which must be requested at your local family benefits office (Familienkasse).

The above explanations have been prepared carefully and to the best of our knowledge. However, the legal regulations are subject to constant changes, so that only the status at the time of preparation in May 2022 can be reproduced here.