

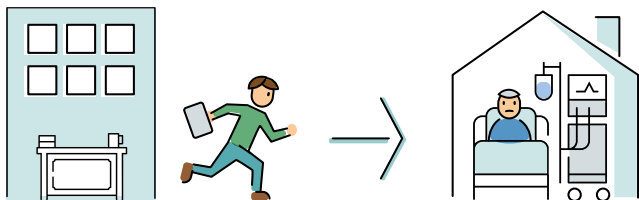


Federal Ministry
for Education, Family Affairs, Senior Citizens,
Women and Youth



Better reconciliation of care and work

Provisions under the Caregiver Leave Act
and Family Caregiver Leave Act



Short-term absence from work and carer's grant

Acute care situation

Short-term absence from work for up to ten working days

Employees can stay away from work for up to ten working days if they need to organise appropriate care for close relatives in need of care in an acute care situation or to ensure the provision of long-term care during this time.

Carer's grant

During this period, a wage compensation benefit – the carer's grant – is available for up to ten working days per calendar year. You can apply for this from your relative's long-term care insurance fund.



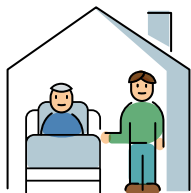
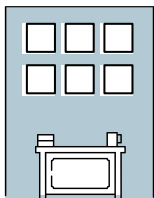
This right applies in respect of all employers irrespective of the size of the company.



Definition of "close relatives"

The possibility of a short-term absence from work and the rights to time off work are open to

- grandparents, parents, parents-in-law, step-parents,
- spouses, life partners, partners in a civil partnership or cohabiting partners, siblings, brothers-in-law and sisters-in-law, life partners of siblings and siblings of life partners,
- children, adopted or foster children, the children, adopted or foster children of a spouse or life partner, stepchildren and grandchildren.



Caregiver leave

Employees can take full or partial leave for up to six months to provide long-term care.

Legal right to take up to six months of leave

You can take full or partial leave for up to six months to care for a close relative in need of care at home.

Up to three months to provide support in the last phase of life

It is also possible to take partial or full leave for up to three months to be with a close relative in the last phase of life.

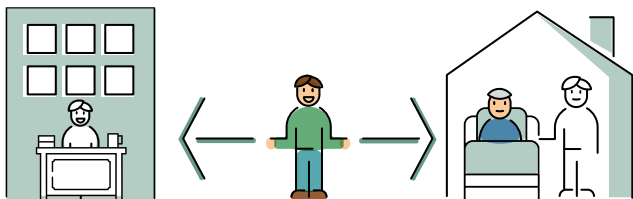
Caring for close relatives who are minors in need of care

It is also possible to take full or partial leave for up to six months to care for a close relative who is a minor in need of care. Care does not need to be provided at home.

Interest-free loan

You can apply for an interest-free loan from the German Federal Office of Family Affairs and Civil Society Functions during the leave to cushion the loss of income.

i *As a rule, no legal right where employers have 15 employees or fewer, but agreement possible on a voluntary basis.*



Family caregiver leave

Employees can take partial leave to provide long-term care for up to 24 months.

Legal right to take up to 24 months of partial leave

If a close relative is in need of long-term care, you have a right to reduce your working hours to a minimum of 15 hours per week for up to 24 months to care for them at home.

Caring for close relatives who are minors in need of long-term care

It is also possible to take partial leave for up to 24 months to care for close relatives who are minors in need of long-term care, whether this is at home or outside the home.

Interest-free loan

You can apply for an interest-free loan from the German Federal Office of Family Affairs and Civil Society Functions during the leave to cushion the loss of income.

i *No legal right where employers have 25 employees or fewer, excluding employees undergoing vocational training, but agreement possible on a voluntary basis.*



Full or partial leave: protection against dismissal

Employees are protected against dismissal from the time they give notice – but not more than twelve weeks before the notified commencement – until the end of the leave period.

Regulations on caregiver leave and family caregiver leave

- Total length of leave, including part-time work: 24 months
- If you work part-time, you need to sign a written agreement with your employer about reducing and distributing your working hours.
- Early termination: if your close relative is no longer in need of long-term care at home or care at home has become impossible or unreasonable, caregiver leave and family caregiver leave end four weeks after the start of the changed circumstances.
- The notice periods for employees are based on the type and length of leave.

Notice periods under the Caregiver Leave Act

- For short-term absence from work: none
- For leave of up to six months: ten working days
- For leave to care for close relatives who are minors in need of long-term care: ten working days
- For leave to be with a close relative in the last phase of life: ten working days
- When changing from family caregiver leave to caregiver leave: at least eight weeks in advance

Notice periods under the Family Caregiver Leave Act

- For leave of up to 24 months: eight weeks
- For leave to care for close relatives who are minors in need of long-term care: eight weeks
- When changing from caregiver leave to family caregiver leave: at least three months in advance



Further information: online at www.wege-zur-pflege.de
Care service line at the Ministry for Senior Citizens:
Telephone +49 (0)30 20 17 91 31

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Postfach 50 10 54, 18155 Rostock
Phone: +49 (0)30 18 272 2721
Fax: +49 (0)30 18 10 272 2721
E-mail: publikationen@bundesregierung.de
www.bmbfsfj.bund.de

For further information, please
contact our service hotline: +49 (0)30 20 17 91 30
Monday–Thursday: 9 a.m.–6 p.m.
Fax: +49 (0)30 18 555-4400
E-mail: info@bmbfsfjservice.bund.de

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