



Germany

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	8 hours a day max Extra 2 hours a day possible if weekly total < 48	36 to 40 hours weekly	Flexible hours
Overtime Compensation		Compensation is paid if overtime is >15% of regular working hours or monthly salary < €6,900 West & €6,450 East	Time off in lieu or increased pay rate (20%)
Paid Time Off	24 days when on a 6-day week 20 days when on a 5-day week 5 extra days for severely disabled workers	25 to 30 days	Unlimited
Public Holidays	9 national holidays Additional holidays based on the state	Christmas Eve and New Year's Eve as half or full days off	

General Benefits

Pension	Part of the welfare program covered by social security*	Private pension Financed in part by employer and employee	Private pension Financed mostly by the employer
Healthcare	Part of mandatory public health insurance**	Private health insurance Premium ~ €100 per month (not common)	+ Dental and vision private healthcare (not common)
Flexible Working	Employees can request a reduction of their working time	WFH at least once a week & flexible hours (with established core hours)	WFH full-time & flexible hours in the summer
Home Office Budget		One-off payment to set up an appropriate office space - €500	Monthly stipend €50 allowance for recurring office-related costs
Life Insurance		Employer-paid supplemental life insurance Cover for 3-5 times annual salary, depending on the type of accident	
Transportation		Free or partially paid public transport to and from work	Car allowance/lease plus fuel budget (senior and sales positions)
Profit Sharing		An extra month's wage at the end of the year, known as Christmas bonus	Christmas and vacation bonus
Meals		Low-cost employee cafeteria Free coffee, tea, fruits and snacks daily	€7 vouchers per day, and up to 15 vouchers per month. Companies contribute 50% of the cost. Free meals or subsidised canteens.
Education & Training		Development budget to be used in conferences, training, and language classes	Freedom to take whichever training or conference the employee wants
Wellness Program		Discounted or free gym membership	Child support, including transportation and meals and help with rent

Leave

Sick Leave	6 weeks of statutory sick pay per sickness, paid by employer. Following 6-78 weeks by the national health insurance.	Not common as statutory sick leave is quite comprehensive	Private insurance with extended coverage
Maternity Leave	6 weeks before birth + 8 weeks following birth. 4 weeks extra for premature birth or twins/triplets.	Flexible (reduced hours) reintegration & time off for IVF treatments	Extended to the father
Paternity Leave		1-2 paid days off	Longer paid time off
Parental Leave	Up to 3 years per child. Limited to the child's 8th birthday, paid by the government for the first 14 months.	Top up government's pay to full pay	Pay for remaining months of leave after government payment stops
Carer Leave	1 paid day off to take care of relatives. Paid 4 days off in case of serious illness of a child (max 12 years old).	Paid time off for short-term leave	Paid time off for long-term leave
Bereavement Leave	2 paid days	More than 2 days	Extended leave for grieving or as much as needed