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Germany: Redundant employees entitlement to public support

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Germany

Phase:

Management

Type:

Redundant employees entitlement to public support

Last modified: 10 June, 2019

Native name: Sozialgesetzbuch III

English name: Social Code Book III

Article

136

Description

Under the Social Code Book III redundant workers are entitled to unemployment benefit I (Arbeitslosengeld).

Workers who will be dismissed have to announce their dismissal to the employment agency at least three months before the termination of their contract, otherwise the benefit will not be paid in due time. They have to register with the agency immediately after the end of their contract and declare themselves willing to cooperate with the agency, to accept any job offer and to be available for work.

Also, the benefit will not be granted for a period of up to 12 weeks (Sperrzeit) if, without an important reason the redundant worker fails to register promptly as a job seeker, refuses reporting obligations, refuses to turn up for appointments with the agency and to accept job offers assigned to him. The provision of the benefit depends on their attested willingness to take up jobs which may pay less than their previous job.

Redundant workers with children receive 67% of net earnings, while those without children receive 60% of net earnings. The duration of benefits depends on the length of the employment period during which social security contributions were paid as well as on the age of the recipient. Workers aged 58 years and older having worked more than two years receive benefits for a maximum duration of 24 months.

Redundant workers receiving unemployment benefit I may ask for career counselling. Here the main support instrument are online portals on [job offers](#) and [training offers](#).

The recipients of unemployment benefit I as well as workers at risk of dismissal may apply for a further training voucher. In case of approval the voucher may cover:

- Training expenses (seminar fees and the test fees for legally regulated or generally accepted intermediate or final examinations as well as expenses for necessary aptitude testing)
- [Travelling expenses](#)
- [Expenses for external accommodation and board](#)
- [Expenses for child care](#) during further training

The employment agency may approve that employment benefit I can be drawn for the time of further training. In this case two months of training reduce the overall duration of eligibility of benefit I by one month.

Comments

Following on the termination of unemployment benefit I, job seekers receive unemployment benefit II (Arbeitslosengeld II, so-called Hartz IV) which is a tax-based, means-tested basic provision. In this case, very different and restrictive regulations apply.

Cost covered by





National government

Involved actors other than national government

Thresholds

No, applicable in all circumstances

Sources

-  [DG Employment \(2013\), Your social security rights in Germany](#)
-  Schmidt, B. (2014), Arbeitslosengeld by kurzzeitiger Erwerbslosigkeit, Soziale Sicherheit 3 (11), pp. 414-418
-  Schroeder, W., Futh, S.K. and Jantz, B. (2015), WANDEL DURCH ANNÄHERUNG? Reformaktivitäten europäischer Wohlfahrtsstaaten im Vergleich, A comparative report on six EU member states on behalf of the Friedrich Ebert Foundation, Berlin
-  [Social Code Book III](#)

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