



## Your paternity leave

Since 1 January 2021 fathers are entitled to two weeks of paid leave, as soon as the child is born. Paternity leave does not have to be taken all at once – you can also take it in individual weeks or days. During your paternity leave you are entitled to 80% of your income, however, this is capped at a maximum of CHF 196 per day.

**Note:** These are only legal minimum requirements. Speak to your supervisor as you might be entitled to more than two weeks paternity leave.

### **When do I have a claim to compensation during my paternity leave?**

- At the time of birth you must legally be the father or be recognised as the legal father within six months of the birth.
- Furthermore, you must have paid your OASI in the nine months before the birth and have worked for at least five months.
- These rules apply to everyone, regardless of whether you are self-employed or employed, in temporary or part-time work or you are a student.

### **Who do I need to inform that I'm becoming a father?**

Notify your supervisor. You have a maximum of six months in which to take your paternity leave.

### **Can my leave be denied? Can my employer dismiss me?**

No. Your paternity leave cannot be denied. However, a certain regard has to be given to the company as to when you take your paternity leave.

A dismissal because of fatherhood or because of paternity leave is abusive and discriminating in the sense of equality law. You can refer to the arbitration board for discrimination issues if you are dismissed because of your fatherhood: <https://www.geschlechterdiskriminierung.bs.ch/>

### **Can my holiday entitlement be reduced if I take paternity leave?**

No. The two weeks of paternity leave are in addition to your holiday entitlement.

### **What if I am unemployed?**

Unemployed people are also entitled to the leave as long as they receive a daily allowance.

**Good to know:** Since 1 July 2021 care-related leave of a maximum of 14 weeks can be claimed in order to care for a child whose health has been severely affected by an illness or an accident. The care-related leave can be shared between the parents.