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Holiday Entitlement — Right to Vacation in Germany

In Germany, employees are entitled to a minimum of 20 working days annually (5-day week). Unused vacation (Resturlaub) must be taken by March 31st, and sick days during vacation can be reclaimed.

Deutsche Begriffe: Urlaubsanspruch | Urlaub | Erholungsurlaub | Resturlaub

Holiday Entitlement — Right to Vacation

How much vacation do you get?

Statutory minimum: 24 working days (6-day week) = **20 days** for a 5-day week.

Typical in contracts: 25-30 days.

How to calculate?

Working days per week	Minimum vacation
5 days	20 days
4 days	16 days
3 days	12 days

When can you take vacation?

- **After 6 months of employment** you have full entitlement
- During first 6 months: 1/12 of vacation for each month worked

Resturlaub — unused vacation

- You must use it **by March 31st** of the following year
- Your employer **MUST** remind you about your vacation
- If they didn't remind you — your vacation doesn't expire!

Vacation and illness

Got sick during vacation?

- **Get a sick leave certificate (Krankschreibung)**
- Sick days do **NOT** count as vacation
- You get these days back!

Vacation when leaving employment

- Leaving in first half of year: prorated
- Leaving in second half: full vacation
- Unused = **compensation payout**

Paid or unpaid vacation?

Erholungsurlaub = paid (you get your normal salary)

Unbezahlter Urlaub = unpaid (e.g., extended vacation) — requires employer consent

Special days off (not vacation):

- Wedding: 1-2 days
- Birth of child: 1 day
- Death of relative: 1-2 days
- Moving: sometimes 1 day

(Depends on Tarifvertrag or contract)