

# Maternity protection

## What is Maternity Protection?

Maternity protection is a special safeguard for women who are employed and are either pregnant or breastfeeding. It provides protection for both mothers and children, both before and after birth. Maternity protection includes, among other things:

- health protection in the workplace,
- special protection against dismissal,
- a work ban during the weeks before and after birth, and
- income security during the period when work is prohibited.

## How long does maternity protection last before and after birth?

Maternity protection begins 6 weeks before the estimated due date and usually ends 8 weeks after the birth.

If your child is born before the expected due date, the maternity protection period still lasts a total of 14 weeks. Therefore, it does not end 8 weeks after birth but a few days later—exactly the number of days by which your child arrived earlier than the due date.

## Am I allowed to work during maternity protection?

Before birth, you may continue to work if you wish. Please send us a written confirmation in which you waive the 6-week maternity protection period.

However, the maternity protection weeks *after* the due date are mandatory, and during this time, Smart cannot issue invoices on your behalf. You will continue to receive your full salary for these two months, and no budget will be deducted.

## Required Documents

- Confirmation of waiver of maternity protection (if you wish to work before the birth),
- Medical certificate of the estimated due date (you will receive this approximately 3 months before the birth),
- Application for parental leave starting from the end of maternity protection (please request it via [members@smartde.coop](mailto:members@smartde.coop))
- Birth certificate or copy of the mother's passport with the birth date.