

# Colloquium on Global Diversity

## Parental Leave: How Long is Enough Time?

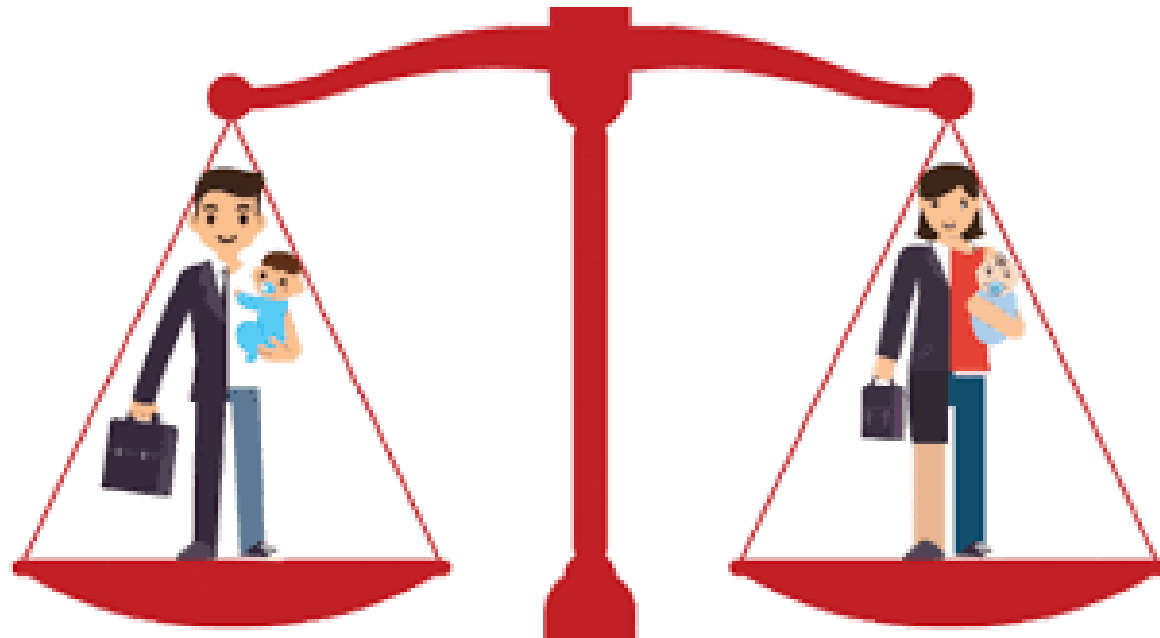
*February 28th, 2020*

Ursula Schwarzenbart



# A quick reminder.....

... it is called **parental** leave...




...and not **mothers'** leave





# Terminology

 Allowances are based on national regulations

## **Maternity leave/protection**

a period in which a woman is legally allowed to be absent from work in the weeks before and after she gives birth



## **Parental leave**

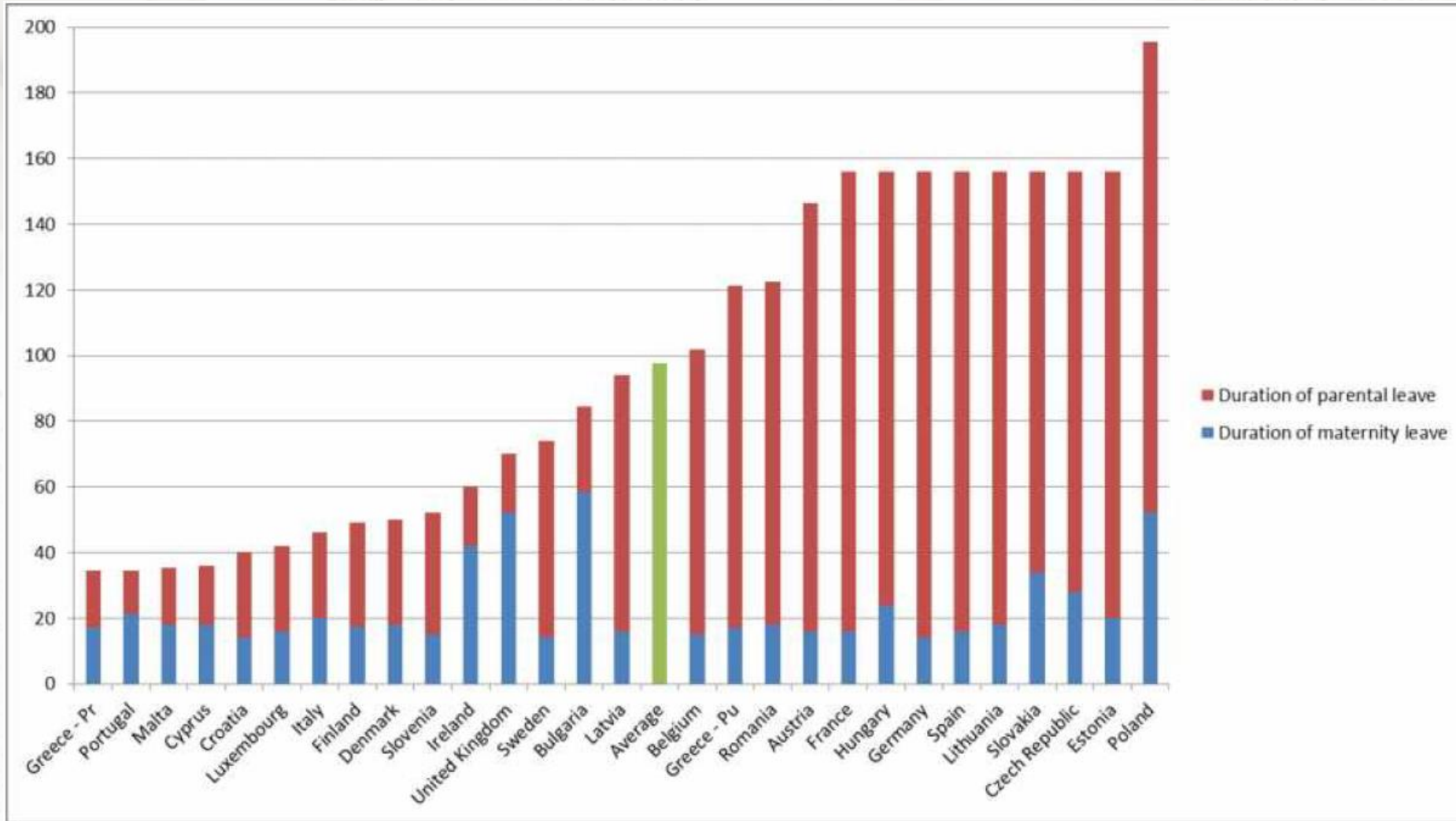
entitles men and women workers to an individual right to leave on the grounds of the birth or adoption of a child to take care of that child

## **Paternity leave**

leave to be taken by fathers, mostly in parallel with maternity leave and before they take up parental leave



# Example: Combined maternity and parental leave duration EU



Average:  
**97,8 weeks**  
(24,45 months)

Highest:  
**195,5 weeks**  
(48,89 months)  
(Poland)

Note: for the sake of purpose and simplicity without paternity leave. Year of study: 2015

# Example: Legal situation in Germany



6 weeks



8 weeks



100% salary for 14 weeks



up to 34 months

(max. 36 months incl. 8 weeks maternity protection, partly until the age of 8)

Up to 65% of last net income (**max. 1.800€**, min. 300€) for **12 months** or 14 months, if the partner is also taking 2 months. Different options e.g. 24 months with half payment amount, funded by the government

Maternity protection

Parental leave



# Additional, unpaid leave options voluntarily granted by companies in Germany

## Termination agreement with reintegration commitment



### **Family leave**

(time out up to 10 years for both women and men)



### **Qualification leave**

(time out up to 5 years, also possible in block part-time)



### **Care break**

(Exemption for care up to max 3 years)



### **Sabbatical**

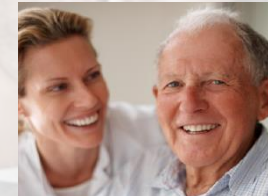
(time out from 3 -12 months)

## Inactive work relationship\*



### **Unpaid special leave**

(time out up to 3 months)



### **Care leave**

(Exemption for care up to max. 12 months)



# How are longer parental leaves impacting women's career?

## Here are some facts related to Germany



**52%** German employees see **part-time jobs** as “**career killers**”

**66%** nevertheless of the **mothers** work **part-time** after birth compared to **5,8%** of **fathers** in 2018

**- 10%** Women who are taking **more than one year** parental leave, are earning on an average **about 10% less per hour** compared to women without parental leave

**87 %** Fulltime employed couples perceive a **culture of presence at work**

**23,7 %** Fathers claimed parental allowances in 2018

**76,3%** Mothers claimed parental allowances in 2018



# How are longer parental leaves impacting women's career?

**Informal aspects („unwritten rules“  perspective with mostly universal portability)**



Motherhood is seen as an expression of a **lack of career ambition/orientation**

The longer women are away or work part-time, the more difficult to catch up with career ambitions due to **decreasing visibility, shrinking networks** and **organizational changes**



Re-integration **below the qualification** and mostly in **part-time** with **few demanding tasks**

**Less professional experience** due to **longer career breaks** and **fewer weekly working hours**



Employers attach great importance to **personal presence** in the workplace and **availability outside of normal working hours** by email or phone.



# How are longer parental leaves impacting women's career?

Longer leaves are counteracting succeeding factors within organizations...

(  perspective with mostly universal portability)

## Important factors to succeed within organizations

- Full-time job
- Visibility
- Presence
- Reachability
- Experience
- .....

## Situation of female employees with children

- Working mostly in part-time, due to child-care and organization of family life
- Limited presence and reachability
- Experiences gaps due to leaves

## Career implications

- Others might be preferred for promotions
- Tendency for jobs in interface-functions or niches
- Lower payment





**Thank you very much for your attention!**  
**Any questions?**



# Backup



# Sources:

## **Page 3:**

<https://dictionary.cambridge.org/de/worterbuch/englisch/maternity-leave>, accessed on January 20th, 2020

Study for the FEMM Committee „Maternity, paternity and parental leave: Data related to duration and compensation rates in the European Union“, Online: [http://www.europarl.europa.eu/RegData/etudes/STUD/2015/509999/IPOL\\_STU\(2015\)509999\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2015/509999/IPOL_STU(2015)509999_EN.pdf), page 15+16, accessed on January 20th, 2020

## **Page 4:**

Study for the FEMM Committee „Maternity, paternity and parental leave: Data related to duration and compensation rates in the European Union“, Online: [http://www.europarl.europa.eu/RegData/etudes/STUD/2015/509999/IPOL\\_STU\(2015\)509999\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2015/509999/IPOL_STU(2015)509999_EN.pdf), page 80, accessed on January 20th, 2020.

## **Page 5:**

<https://de.wikipedia.org/wiki/Elternzeit>, accessed on January 20th, 2020

## **Page 7:**

Study ATKearney 361°, „Die Rush-Hour des Lebens“, Online: <http://vaeternetzwerk.info/wp-content/uploads/2018/01/A.T.-KEARNEY-Studie-Rush-Hour.pdf> , page 28, accessed on January 20th, 2020

<https://de.statista.com/statistik/daten/studie/38796/umfrage/teilzeitquote-von-maennern-und-frauen-mit-kindern/>, accessed January 20th, 2020

<https://www.spiegel.de/karriere/studie-des-diw-vaeter-meiden-elternzeit-wegen-beruflicher-und-finanzieller-nachteile-a-1284051.html>, accessed January 20th, 2020

Study ATKearney 361°, „Vereinbarkeit wagen“, page 5

<https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Soziales/Elterngeld/Tabellen/zeitreihe-vaeteranteil.html;jsessionid=983A66D5C6992519D331D4EC762643CA.internet742>, accessed January 20th, 2020

## **Page 8:**

<https://www.computerwoche.de/a/warum-frauen-keine-karriere-machen,1889323>, accessed January 20th, 2020