

Promoting mothers return to work through more flexible working, changing social expectations and improved childcare

Measure dimension

Improved inclusion of demographic groups in the labour market

Rating

Promotion of full-time work; **industry-neutral**, **cost-intensive** measures; feasible childcare, growing **cultural challenges**

Impact Around 24.8 million mothers would be affected by our measures. The effect would primarily increase the number of mothers working full-time.

Range The measure is not industry-dependent, but sectors with a higher proportion of women are more favored.

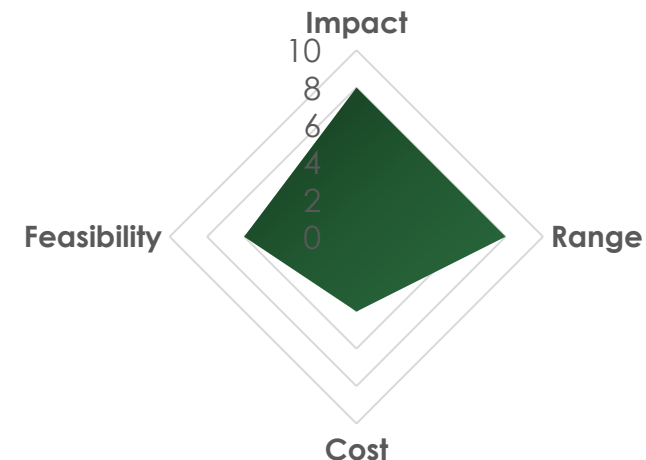
Cost As a large target group has to be reached through several complex measures, this measure is costly in order to achieve a real impact.

Feasibility Improved childcare can be implemented with more financial resources, social expectations and flexibility in working culture require a cultural change which is becoming more difficult to bring about.

Implementation to date in Germany

Previous measures to support mothers for a better working situation:

- **Parental allowance** ("Elterngeld")
- Recent investments in **childcare**
- Diverse **female advancement programs**, e.g. in science
- Coalition agreement for **mobile work** (especially Home-office)
- **Part-time work** regulations established by law



Score 7

Rank 8

Time horizon

Long term

Germany must take various measures to increase the proportion of mothers with older children in full-time employment

Cross-referencing for validation

- In an international comparison, slightly **more mothers work** in Germany (74%) than the **EU average** (68%)
- This is certainly also favored by the better economic situation than in other countries
- Scandinavian countries with a similar economic strength, still have better figures (e.g. Sweden 86%, Denmark 83%)
- Employment rate of mothers **depending on child age**
- Aim for a **higher proportion of full-time employment**, especially for **mothers with older children**

Specific recommendations for action

Measures must be aimed at giving mothers **more flexibility**, showing them **career opportunities** at an early stage **and avoiding the social pressure** of being considered a "bad mother" if they work

- Campaigns for **improved acceptance of mobile working/homeoffice**, as Germany still has a **"culture of mandatory presence"**
- **Social expectations:** Improved integration of women into the workforce through awareness campaigns, gender equality initiatives and the promotion of positive role models
- Improving **childcare** -> See Best Practice: "Sweden is the best example of a well-organized childcare system ..."

A closer look on the German situation

Employment rates of mothers by age of youngest child

