



# Part-time employment- Compatibility of professional and family life for women in Germany

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on Women's Human Right  
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Frankfurt am Main

# Agenda

## **I. Introduction**

- 1. Families in Germany – facts & figures**
- 2. Protection of (expectant) mothers**
- 3. The right to parental leave**

## **II. Part-time employment**

- 1. Legal regulation: Act on Part-time Work and Fixed-Term Contracts**
- 2. Proportion of female part-time employees**
- 3. Reasons for the significant number of part-time-working women and mothers**
- 4. Situation of part-time working women and mothers on the labour market**
- 5. Conclusion and objectives**

# I. Introduction

## 1. Families in Germany- Facts and Figures

- **Statistically only 2.2 persons per household (year 2000)**
- **Three-generation households are the minority**
- **High rate of divorces**

# I. Introduction

## 2. Protection of (expectant) mothers

- Present law of maternity protection:  
Act Protecting expectant mothers and mothers
  - Ban on work performance
  - Continued payment of usual remuneration during ban on work performance
  - Dismissal protection

# I. Introduction

## 3. The right to parental leave

- Parents are entitled to take parental leave until the child has turned three years old
- Parents do not have to work, do not receive salary, but maintain their employment.
- Parental benefit will be paid up to 12 months (14 months if both parents take parental leave)
- Right to part-time work during parental leave

## **II. Part-time employment**

### **1. Legal regulation: Act on Part-time Work and Fixed-Term Contracts**

#### **a. Definition of part-time employment:**

**Any employee whose regular weekly working time is shorter than that of a comparable full-time employee.**

#### **b. The principle of equal treatment**

#### **c. The right to reduce contractually agreed working time**

#### **d. Further legal requirements**

# II. Part-time employment

## 2. Proportion of female part-time employees

- Part-time employment: 84,1 % women, 15,9 % men (year 2006)

- 31,9 % of all employed women are working part-time \*

- Percentage of full-time working mothers:

with children under 3 years	11 %
with children between 3 and 5 years	13 %
with children between 6 and 14 years	20 %
with children over 15 years	31 % **

\* Federal Employment Office, Situation of women and men on the labour market 2000 – 2007, Nürnberg 2007

\*\* Heribert Engstler & Sonja Menning, Families in Germany-Facts and figures (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, ed., 2004)

## II. Part-time employment

### 3. Reasons for a significant number of part-time working women and mothers

a. Full- time employment of mothers is barely accepted in society

b. Lower salaries of female employees

average female salaries are 20 % lower than male salaries

c. lack of child care facilities



## II. Part-time employment

### 4. Situation of part-time working mothers

#### a. Salaries of part-time working employees

- Lower hourly wages than full-time employees

#### b. Reasons for lower salaries:

- Part-time jobs are primarily available in the service industry or in other sectors with lower wages/salaries
- Part-time jobs are rare in executive positions

# II. Part-time employment

## 5. Conclusion and objectives

- **Employers have to provide more family-friendly workplaces for parents**
  - **Government should reorganize and rise investment in family and childcare**
- **Thus employers no longer have to do without highly qualified female employees**
- **This will finally provide more equality for working mothers.**
- **In the end society will change its old role perception.**



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