

IAB-DiskAB

Invitation

Parental leave and mothers' careers

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Family-related employment interruptions are known to affect mothers' career perspectives and their long-run wages and are thus one of the main reasons for the persisting gender pay gap. In this paper, we analyze whether the change in parental leave duration that was induced by the 2007 parental leave benefit reform in Germany, has an impact on mothers' careers in the long run (7–9 years after childbirth). To identify a potential causal effect, we use a difference-in-differences approach that compares labor market outcomes of mothers who gave birth just before and right after the reform, and in the year before. Using data of the Integrated Employment Biographies, we observe strong differences between mothers returning to part-time versus full-time employment. Low-income mothers returning to part-time employment have shorter parental leave spells, while high-income mothers have longer episodes of parental leave due to the new parental leave scheme. However, we do not find any long-run wage effects for neither of the two groups. In contrast, mothers who return to full-time employment did not react to the reform as far as the duration of their employment interruption is concerned. These results are corroborated by an empirical analysis based on the microcensus (waves 2014 and 2015) showing that there are no long-run effects of the parental leave reform on other measures of mothers' career progress, such as the probability to hold a leadership position.

Date:

Tuesday,
October 2, 2018

Time:

10:00 a.m.

Venue:

Regensburger Str. 100
Room E10
90478 Nürnberg