

Reintegration of women after maternity and parental leave

Example of a good practice realized by Czech employer: Staropramen Brewery Czech Republic



The aim of the project Reintegration of women after maternity and parental leave was to eliminate the associated risks and costs. The six-month maternity leave, usually crossing into parental leave until three years of age of the child, which is standard in the Czech Republic and is relatively long absence. It brings a loss of continuity in the development of enterprise and difficulties in returning mothers back into the company. Managers are worried to bring mothers back to a work process after maternity leave because of possible increased absenteeism due to illness of a child, unwillingness to perform overtime and job paths and skills and knowledge erosion during maternity and parental leave. Its role also plays the stereotypical assumption that women are returning to work primarily for financial reasons - fulfilment, self-realization, professional and career ambitions are often seen in women irrelevant.

Within the project "Reintegration of women after maternity and parental leave" the company **Staropramen Brewery** decided to take the following specific solutions:

1. Remembering mothers and fathers during maternity and parental leave:
 - "Outcome" interviews with women on outgoing maternity leave (ML) - women are informed of the rights and entitlements during ML and returning back, the possibilities for cooperation within the ML and their interest about returning are mapped.
 - Support social contacts with the company – e.g. participation in corporate meetings, sporting and social events
 - Business continuity even during ML - a short-term substitute for the sick colleague, analysis, translation, organizational assistance in organizing corporate events. Further options include part-time employment (from 1 day a week) and a gradual increase in accordance with the development of family situations and needs of the company
 - Development and education - women on maternity and parental leave are granted access to corporate and educational activities during ML,
 - Benefits offer- even those which are not related to work performance. Parents are allowed to participate in joint cultural and sports events, still get discounts for employees, etc.
 - Sending information about major corporate changes - the change in ownership, organizational structure, etc.
2. An interim preparation for the return of mothers in cooperation with managers:
 - A year ahead is the information regarding the expected or the announced return of mothers to the managers- so that their return could be reflected in the budget
 - Internal recruitment - with regard to the qualifications and interest of the company offers filling positions internally even in time when mother don't announce their comeback yet. The reason is to give women a chance to consider the attractiveness of the offer and possibly reassess the term of their return

- Managers are regularly informed about current claims of mothers and about their qualifications
- The company is in contact with mothers and realistically inform them about the possibilities of their application in the enterprise

3. Before returning and when returning to work:

- Parents are presented the offer of place in kindergarten
- They are again allowed to participate in the initial training, other legal or other training such as when a new employee starts

4. If the return is not possible (e.g. the job doesn't exist anymore and there is no other suitable, the parent does not want to travel to work, etc.)

- Sensitive approach and possibly financial compensation upon termination of employment
- Counselling, advice, support for redundancies

Related documents/websites:

http://www.diversity-management.cz/uspesne_priklady.php?id=120

