

# Le coût d'être mère

## JUMP est accrédité par l'IEFH

(Institut fédéral belge pour l'Égalité des Femmes et des Hommes)  
pour piloter une coalition d'associations œuvrant en faveur de l'égalité  
sur la thématique « *genres et indépendance socio-économique* »

Met het steunfinancier de  
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Institut pour l'égalité  
des femmes et des hommes  
Instituut voor de gelijkheid  
van vrouwen en mannen

.be



Women  
At Work coalition



Animatrice

**Valérie Lootvoet**

Présidente de l'Université des Femmes

# PROGRAMME

- **INTRODUCTION**

Etat des lieux

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*Julie Charlier*

- **LES RÉALITÉS VÉCUES PAR LES MÈRES AUJOURD'HUI**

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*Ariane de Liedekerke*

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01

# INTRODUCTION





# Isabella Lenarduzzi

Fondatrice et Directrice générale de JUMP

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## TAUX D'EMPLOI EN BELGIQUE

Pour la population âgée de 20 à 64 ans, le taux d'emploi des hommes est de 76,5% contre 70,1% chez les femmes.

C'est en Région de Bruxelles-Capitale que l'écart de taux d'emploi est le plus élevé : En 2023, le taux d'activité des femmes bruxelloises est de 67%, soit nettement inférieur

- à celui des hommes bruxellois : 81,6 %
- à celui des femmes flamandes : 75,2%

Une plus grande proportion de femmes sont salariées par rapport aux hommes.

Emploi indépendant :  
seulement 28,9% de femmes à Bruxelles  
35,8% en Flandre  
37,8% en Wallonie



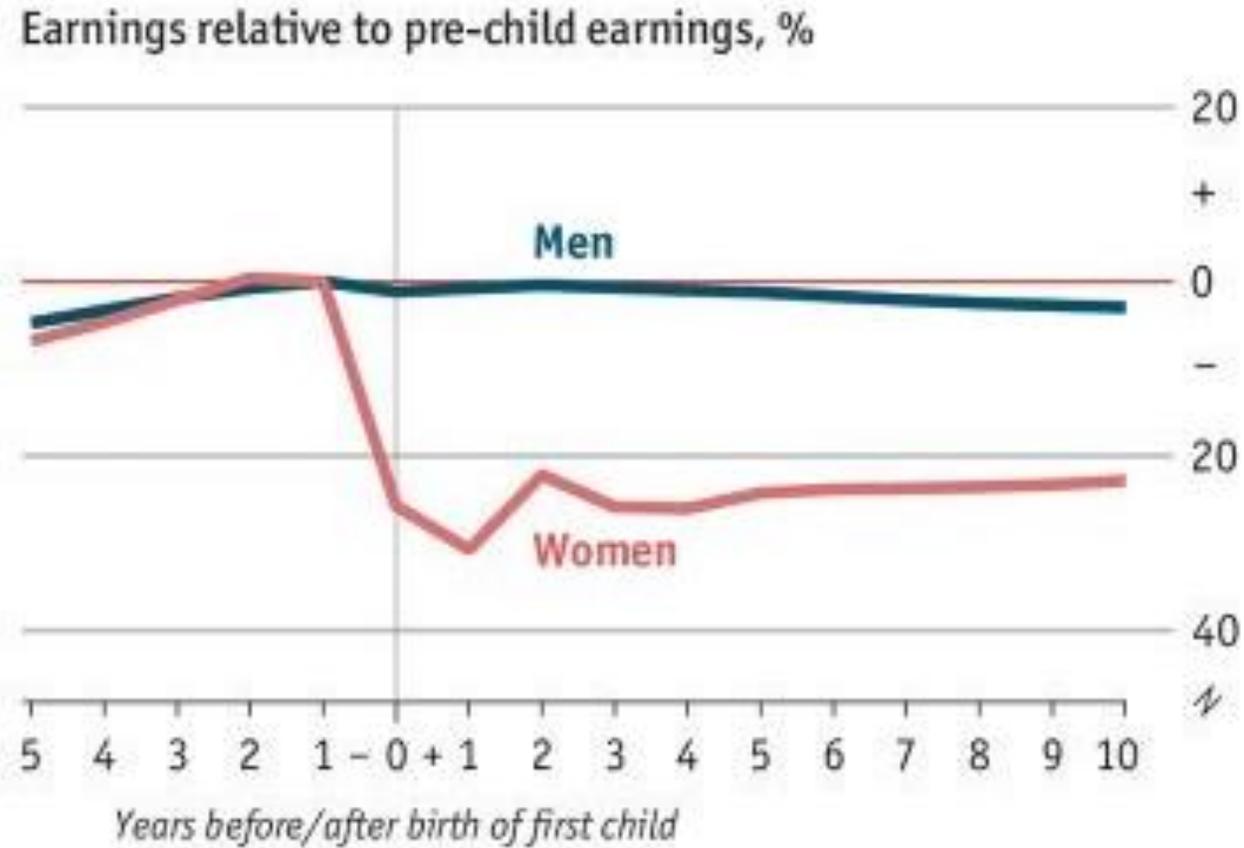
## LE COÛT D'ÊTRE MÈRE

- 38% de revenu du travail sur 10 ans



Après la première naissance, une femme **perd en moyenne 38 % de ses revenus** de travail sur les 10 années qui suivent par rapport à celles qui n'ont pas d'enfant.

# MOTHERHOOD PENALTY IN DENMARK

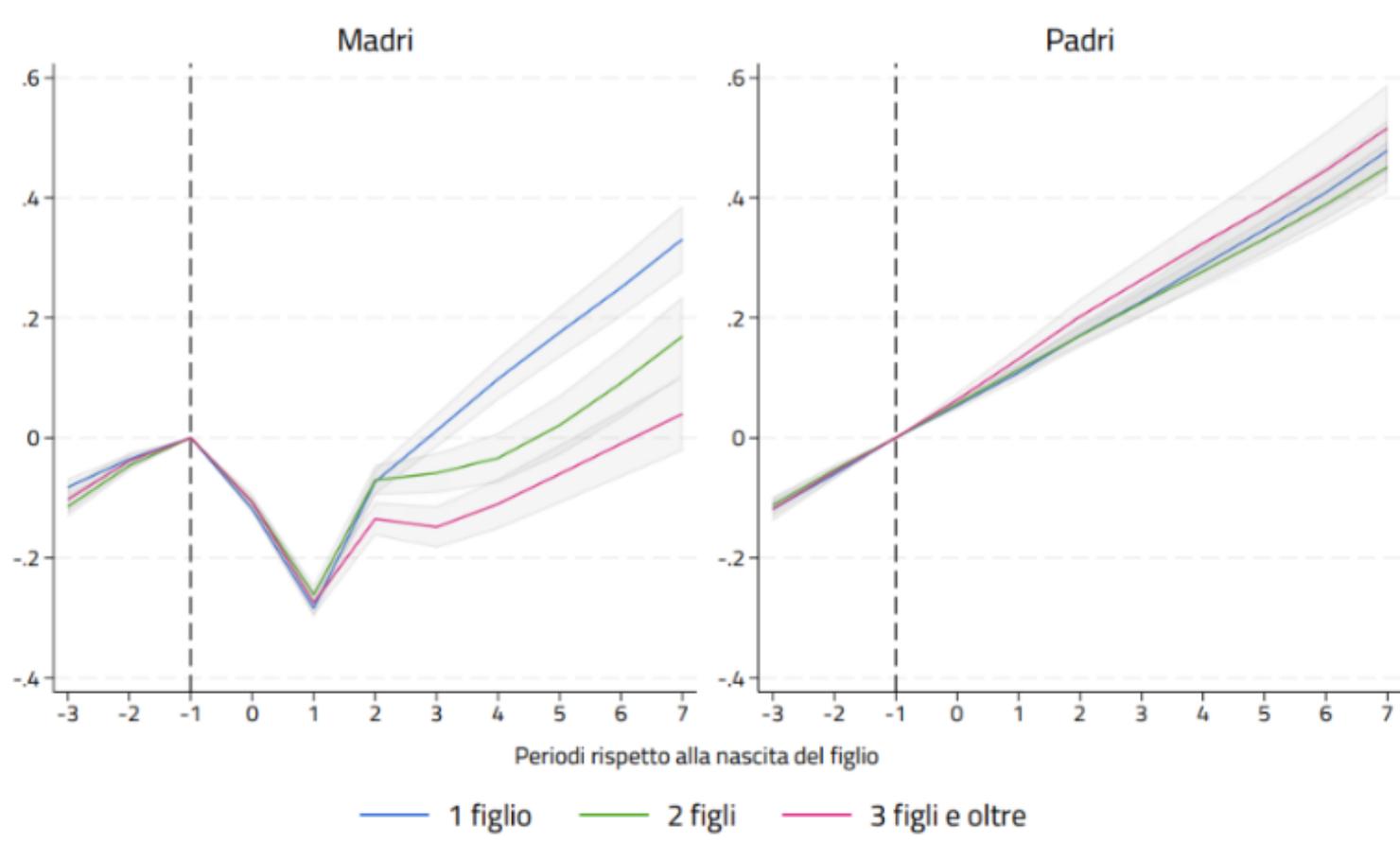


## LE BONUS DE PATERNITÉ (FATHERHOOD PREMIUM)

- Ce que les hommes gagnent en **moyenne en brut par mois de plus** que leurs homologues sans enfants.
  - 419€ chez les 25 à 35 ans
  - 407€ chez les 35-44 ans
  - 565€ chez les 45-65 ans
  - 392€ chez les 55 ans et +
- Les pères sont perçus comme **plus impliqués, plus responsables et plus stables**.
- Plus le **niveau d'études augmente, plus l'écart** entre pères et hommes sans enfants **s'accroît**.
- Chez les ouvriers, l'effet est quasi inexistant.



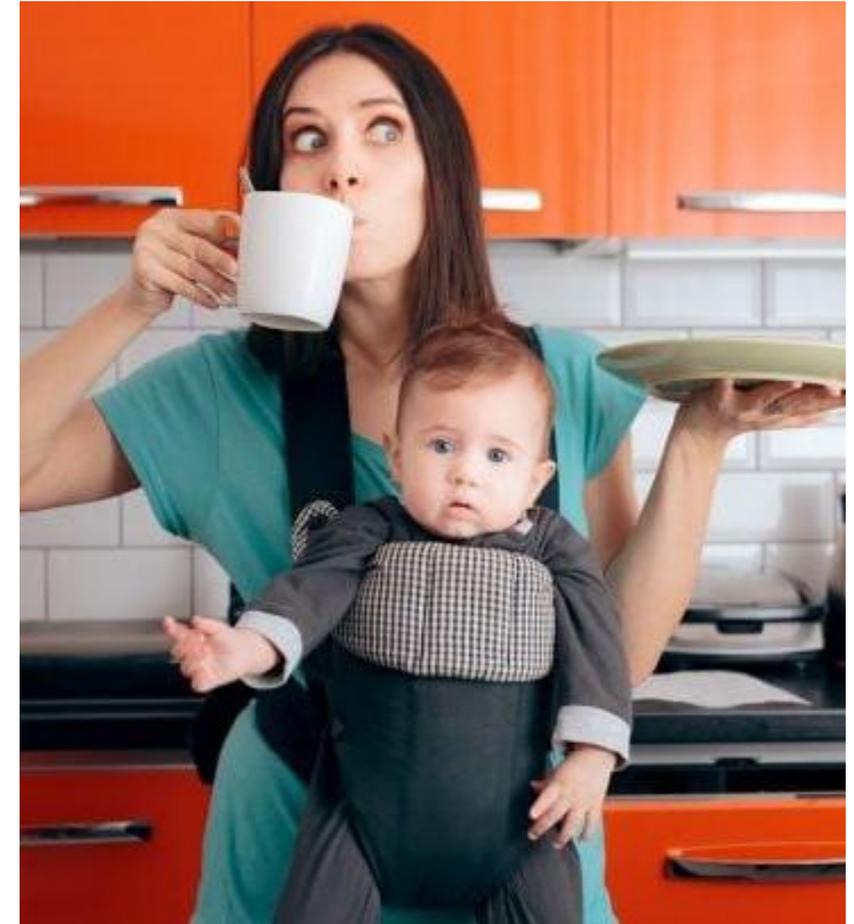
# CHILD PENALTY PER MADRI E PADRI E DIMENSIONE DELLA FAMIGLIA



- L'année suivant la naissance d'un enfant, **47% des mères ont réduit ou arrêté leur activité contre 6% des pères**, et 59% des mères prennent régulièrement les jours de congé pour enfant malade, contre 25% des pères.\*\*
- **L'arrivée d'un enfant ajoute 5 heures de travail à une femme**, un homme « économise » au contraire 2 heures de travail domestique et parental.\*\*\*
- 82% des cheffes de familles monoparentales sont des femmes et **40% des familles monoparentales vivent sous le seuil de pauvreté**.\*\*\*\*



- 
- **96%** des personnes qui **arrêtent de travailler pour prendre soin d'un enfant** (ou d'un parent) **sont des femmes**.
  - En 2020, la part des mères de 25 à 49 ans dites « inactives » (c'est-à-dire sans emploi et qui n'en cherchent pas) passent de 12% à
    - 17,8% à la naissance du premier enfant,
    - 25% avec deux enfants dont au moins un de moins de 3 ans
    - 52,5% avec plus de trois.
  - A l'inverse, **le taux « d'inactivité » des pères, lui, diminue**.  
Il passe de 6,2% à 5,3% avec l'arrivée d'un bébé et à 3,5% seulement avec deux enfants.



- 
- Seules 77% des ouvrières déclarant avoir des « responsabilités familiales » sont en emploi, contre 93% des femmes cadres.
  - 30% des mères sont à temps partiel (quel que soit le nombre d'enfants), contre seulement 4,8% des pères.
  - 69% des mères à temps complet déclarent réaliser plus de 7 heures de travaux ménagers, contre 35,3% des pères.
  - Les femmes gagnent en moyenne 1.553€ net par mois tous temps de travail confondus, contre 2.053€ pour les hommes.



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« Pour les couples, **sacrifier un emploi « féminin » coûte moins cher que sacrifier un emploi « masculin »**, notamment dans un contexte où les métiers « réservés » aux femmes, comme ceux du secteur du soin, sont mal payés. »  
Marie Sautier, sociologue.



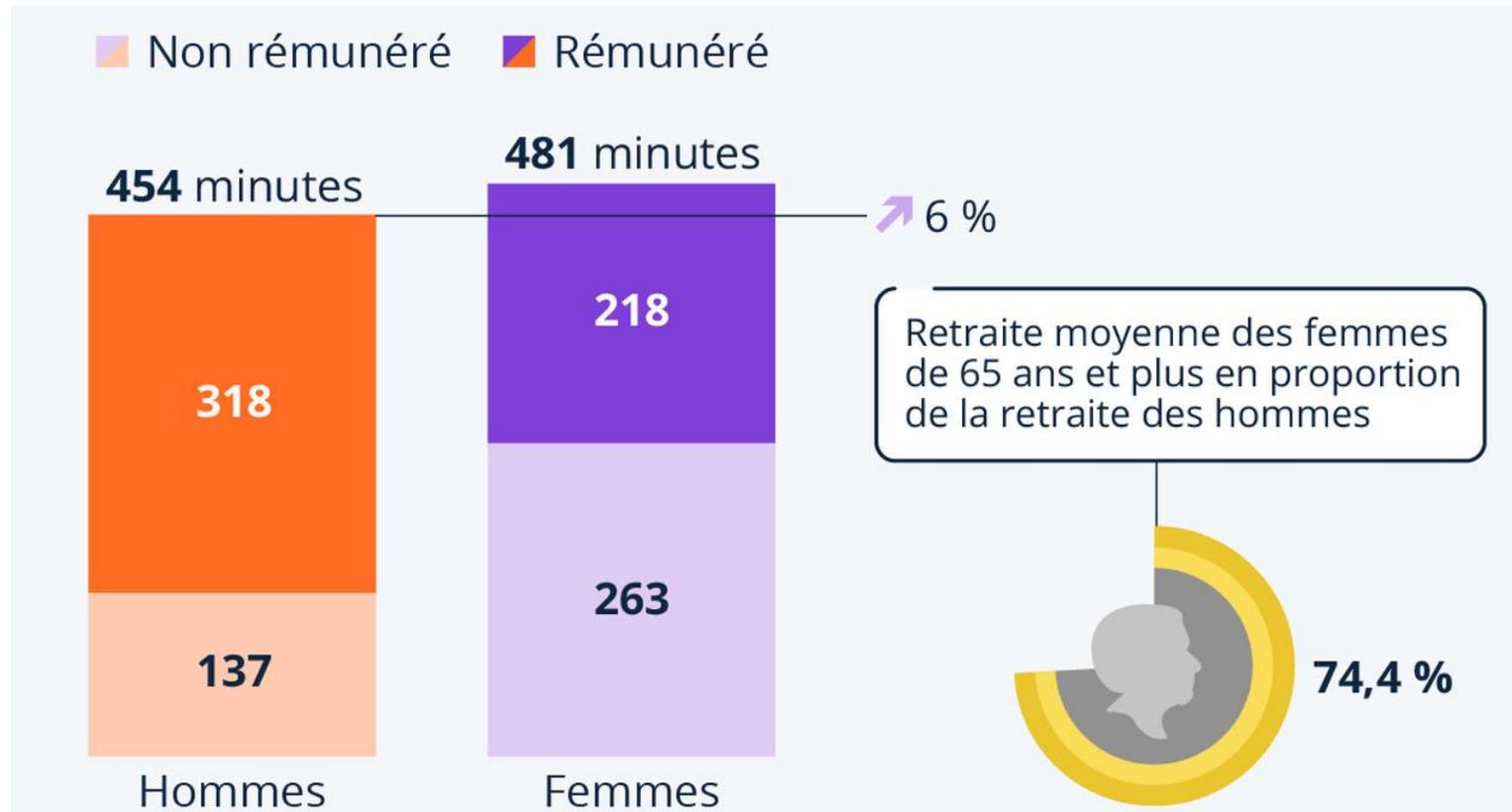
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**Le problème n'est pas que  
les femmes deviennent mères.  
C'est que les hommes ne deviennent pas  
pères de la même manière.**



# LE TEMPS DES FEMMES MOINS RÉMUNÉRÉ QUE CELUI DES HOMMES

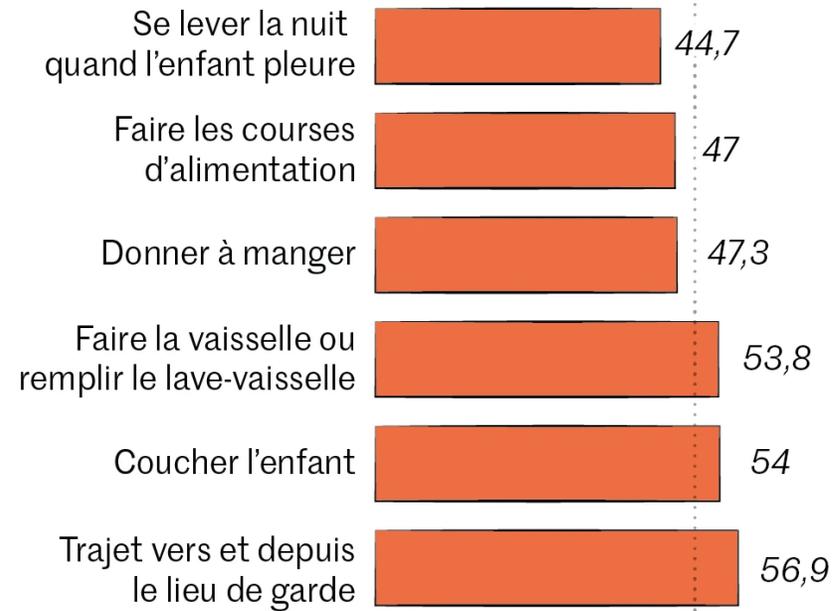
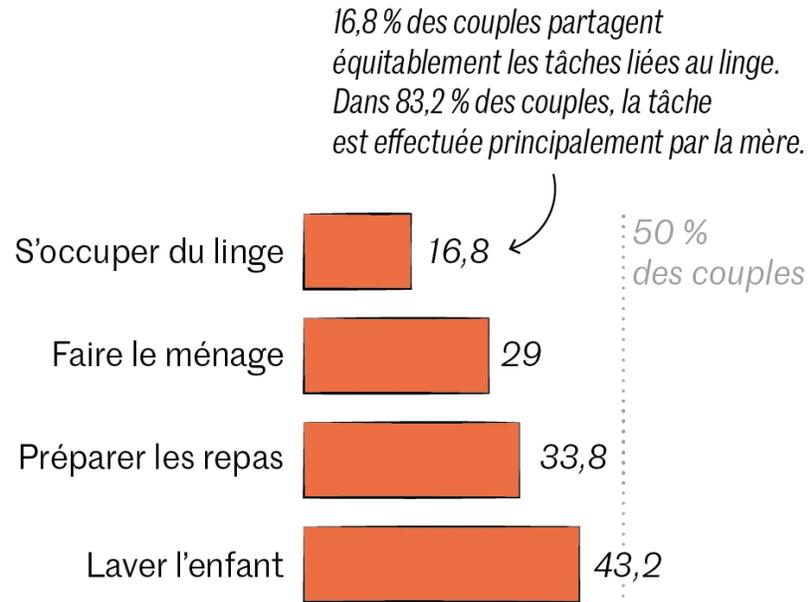
Nombre moyen de minutes consacrées chaque jour au travail rémunéré/non rémunéré, par sexe \*



\* Moyenne des pays de l'OCDE. En date de 2021 ou dernière année disponible.

## Des pères peu impliqués dans la vie quotidienne du foyer

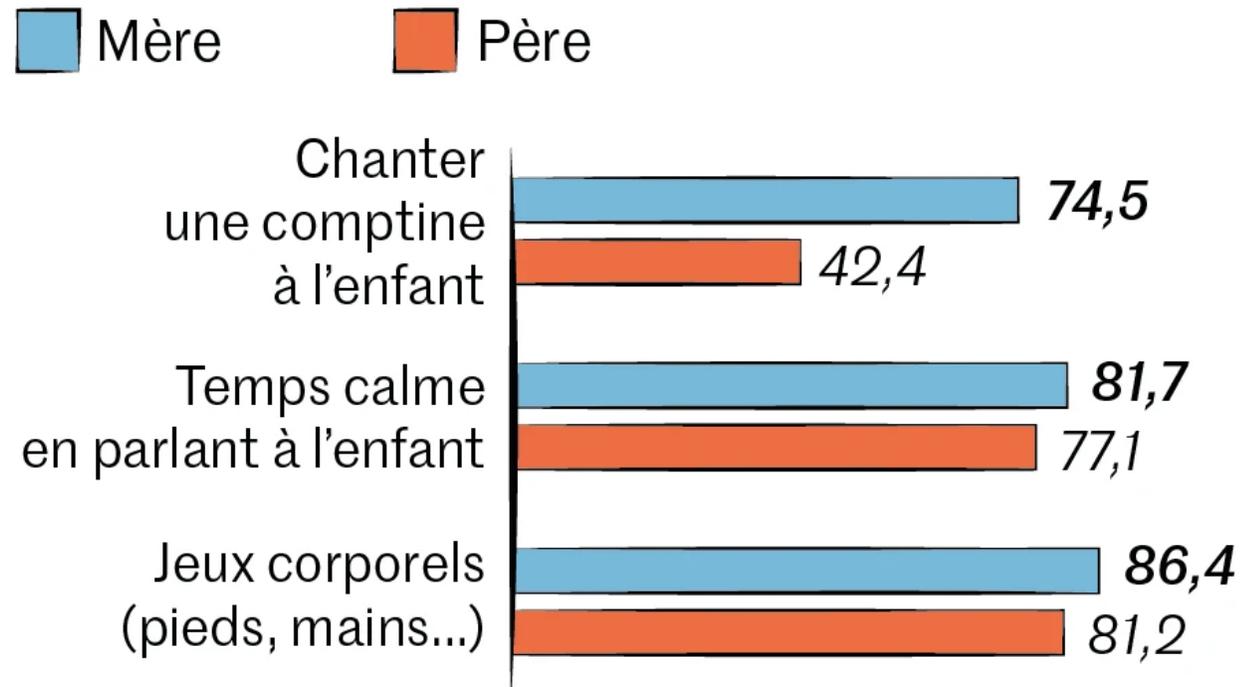
Proportion des couples parentaux où **la tâche est partagée équitablement** ou **faite le plus souvent par le père**, ayant un enfant de 2 ans, en %



Source : enquête ELFE, réalisée lors d'entretiens téléphoniques avec des parents (couples parentaux hétérosexuels cohabitants), sur un échantillon représentatif de 18 322 enfants nés en 2011.

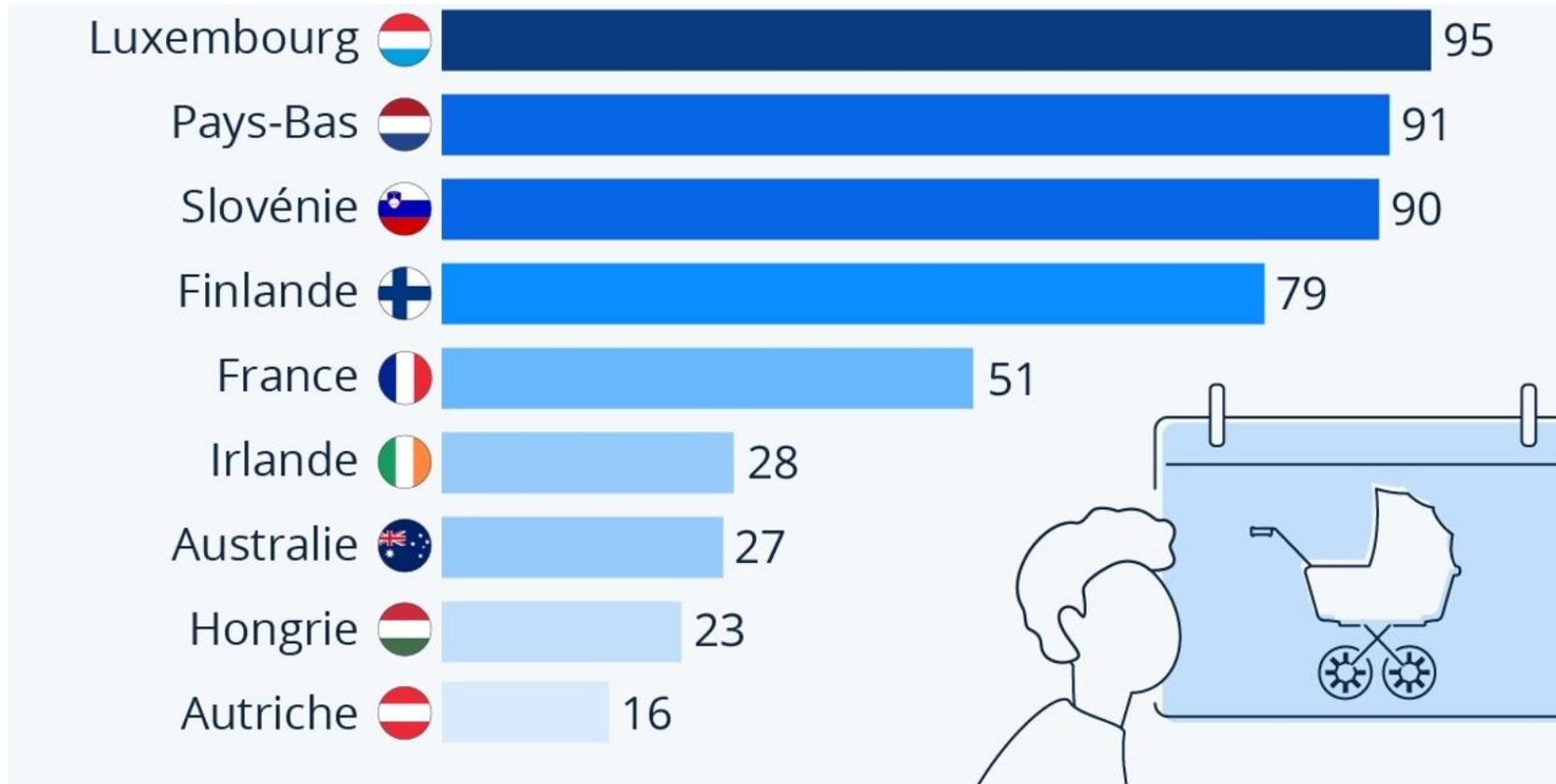
## DES PÈRES PRESQUE AUSSI INVESTIS QUE LES MÈRES DANS LES JEUX

Proportion des parents qui réalisent souvent une activité ludique avec leur enfant à 1 an, en %.



## OÙ LE CONGÉ PATERNITÉ EST-IL LE PLUS (ET LE MOINS) UTILISÉ?

Nombre de congés de paternité instaurés par l'Etat utilisés pour 100 naissances vivantes, par pays\*



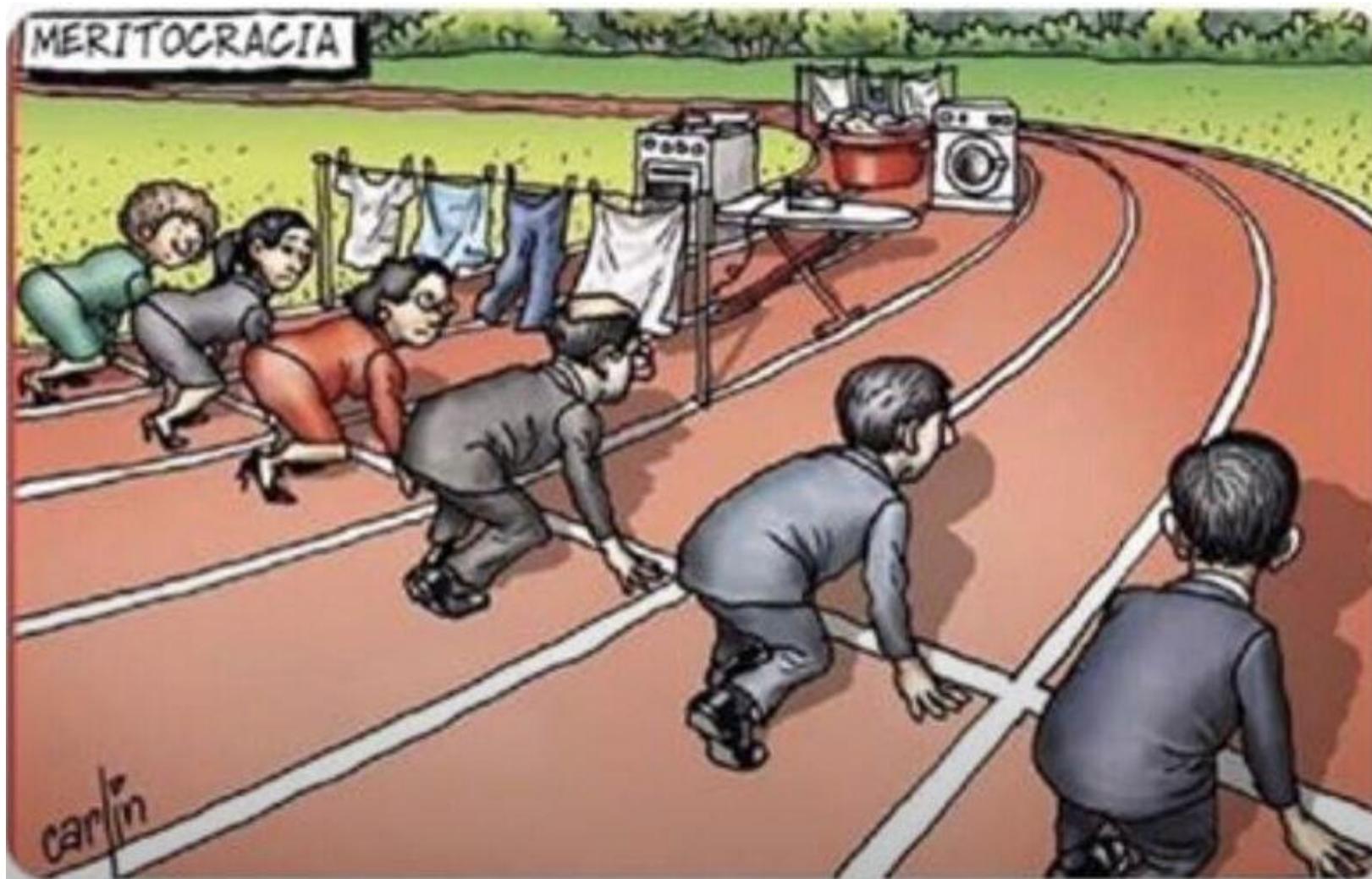
\* 2021 ou dernière année disponible

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**Les pères vivent trop discrètement  
leur condition de « servis » (8 sur 10)  
par des mères « au service ».**

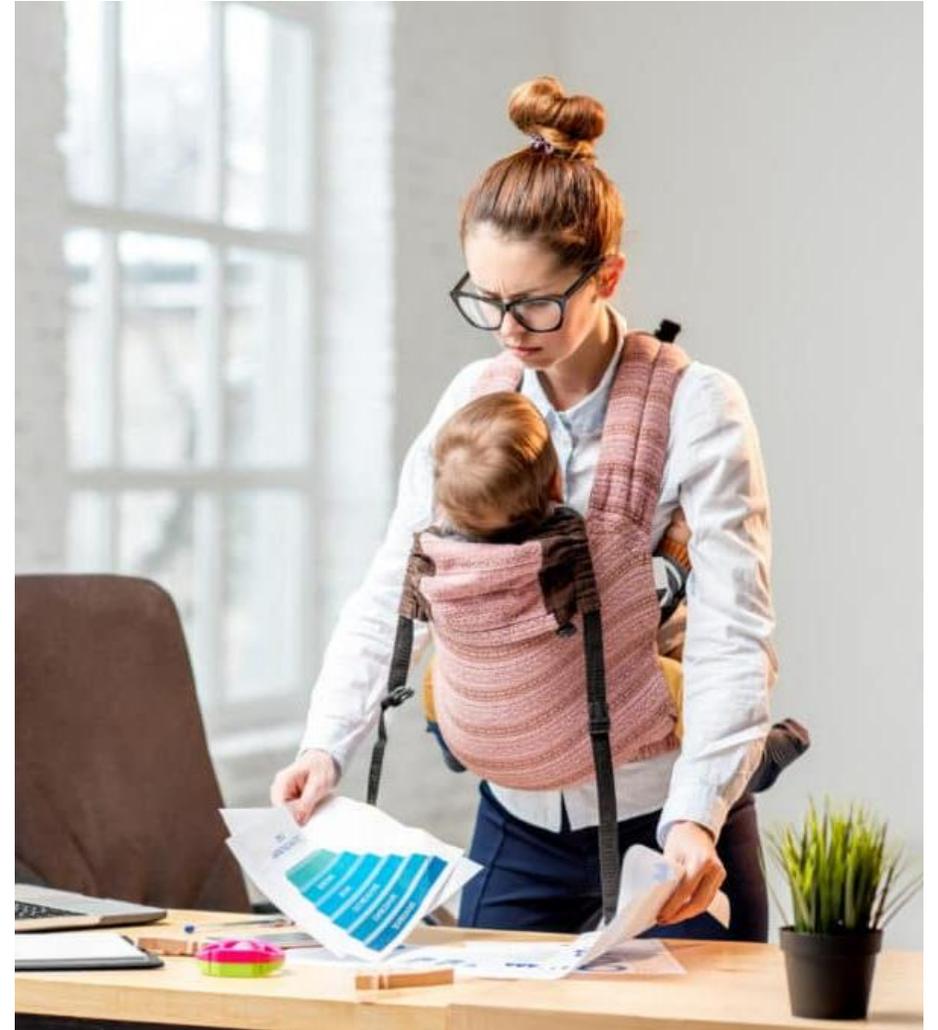


# LE MYTHE DE LA MERITOCRATIE



## L'IMPORTANCE DE LA PARENTALITÉ EN ENTREPRISE

- **27% des femmes discriminées au travail** affirment l'avoir été en raison de la grossesse ou du congé maternité\*
- **6 salarié.es sur 10** sont aujourd'hui parents, et **82 %** des parents interrogés se disent prêts à changer d'entreprise pour une autre qui proposerait davantage de services liés à la parentalité.
- Une étude suisse a démontré que pour 100 € investis dans des services liés à la parentalité, une entreprise retire 108 €, soit un **ROI de 8 %**. Ce gain s'explique notamment par la diminution de l'absentéisme et la réduction des coûts de recrutement grâce à une meilleure rétention des talents.





« On attend des femmes qu'elles travaillent comme si elles n'avaient pas d'enfant, et qu'elles élèvent leurs enfants comme si elles n'avaient pas de travail.

»



**Thi Nhu An Pham**  
Essai « La reprise »

02

**LES DISCRIMINATIONS  
EN LIEN AVEC LA MATERNITÉ**





## Julie Charlier

Juriste à l'Institut pour l'Égalité  
des Femmes et des Hommes (IEFH)

03

**LES RÉALITÉS VÉCUES PAR LES  
MÈRES AUJOURD'HUI**





# Ariane de Liedekerke

Make Mothers Matter



# Make Mothers Matter

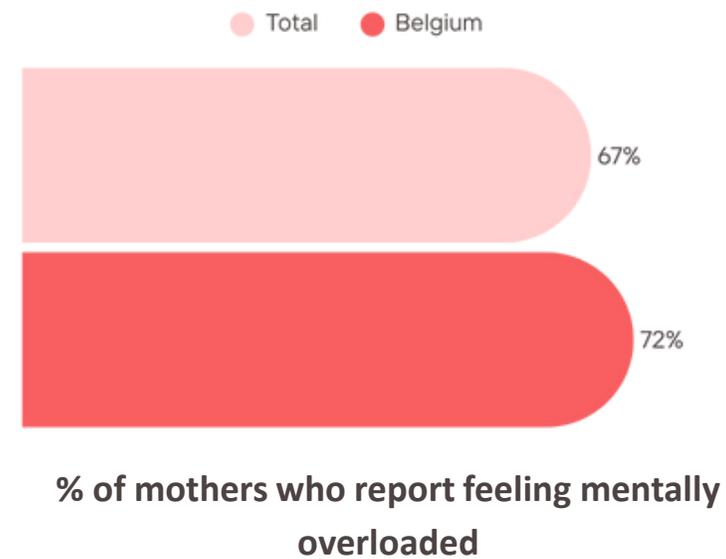
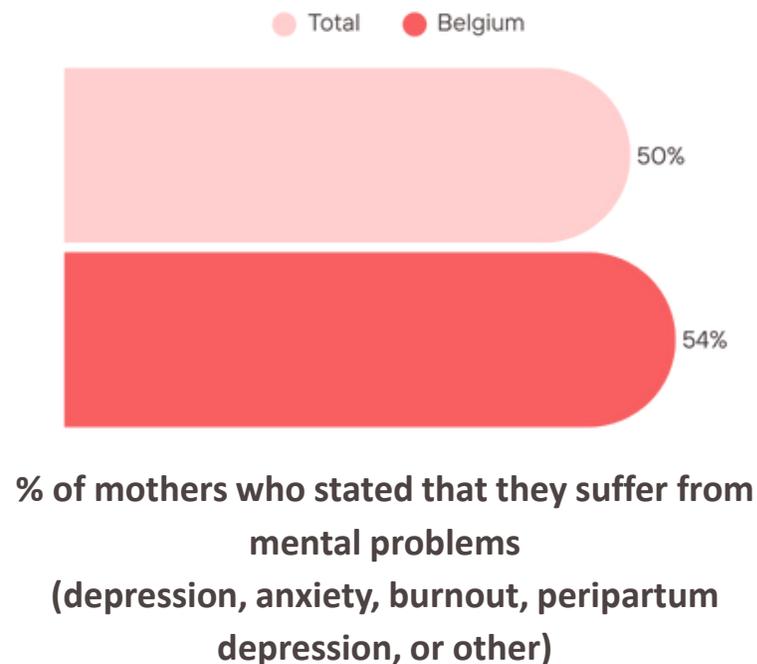
State of motherhood in Europe 2024

## National insights: BELGIUM

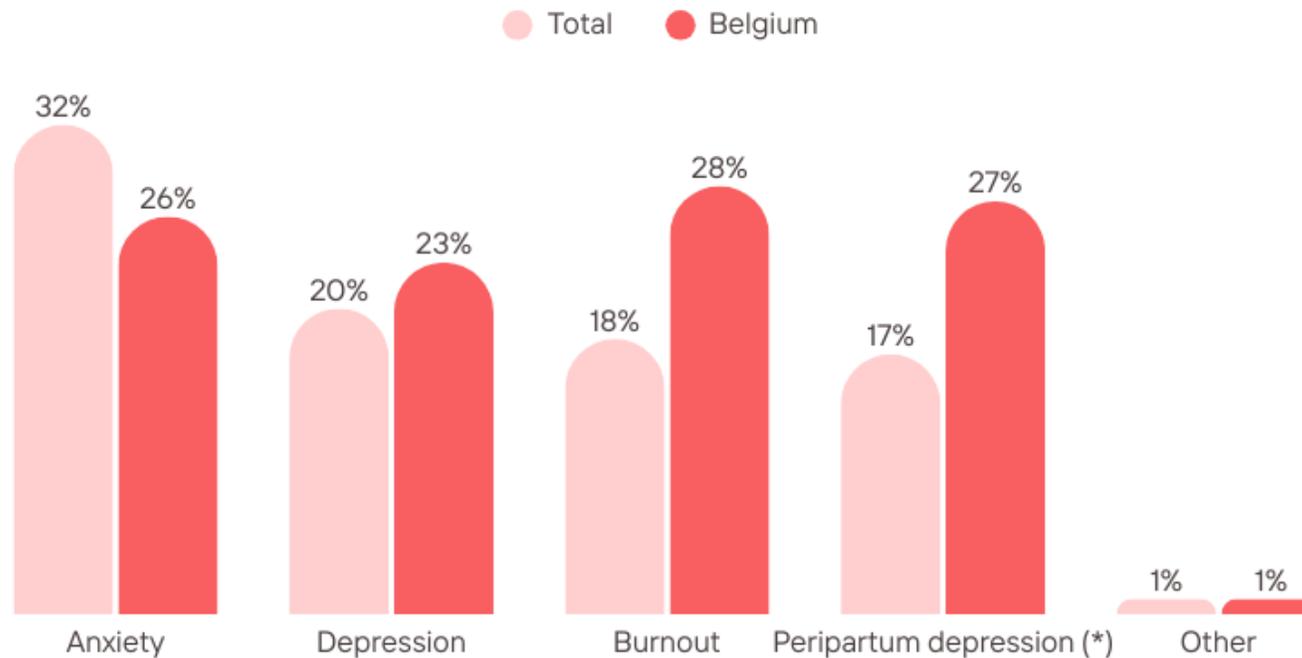
Based on a study conducted by Kantar and commissioned by MMM

# Key Findings

**A majority of mothers experience mental health challenges**



# Key Findings

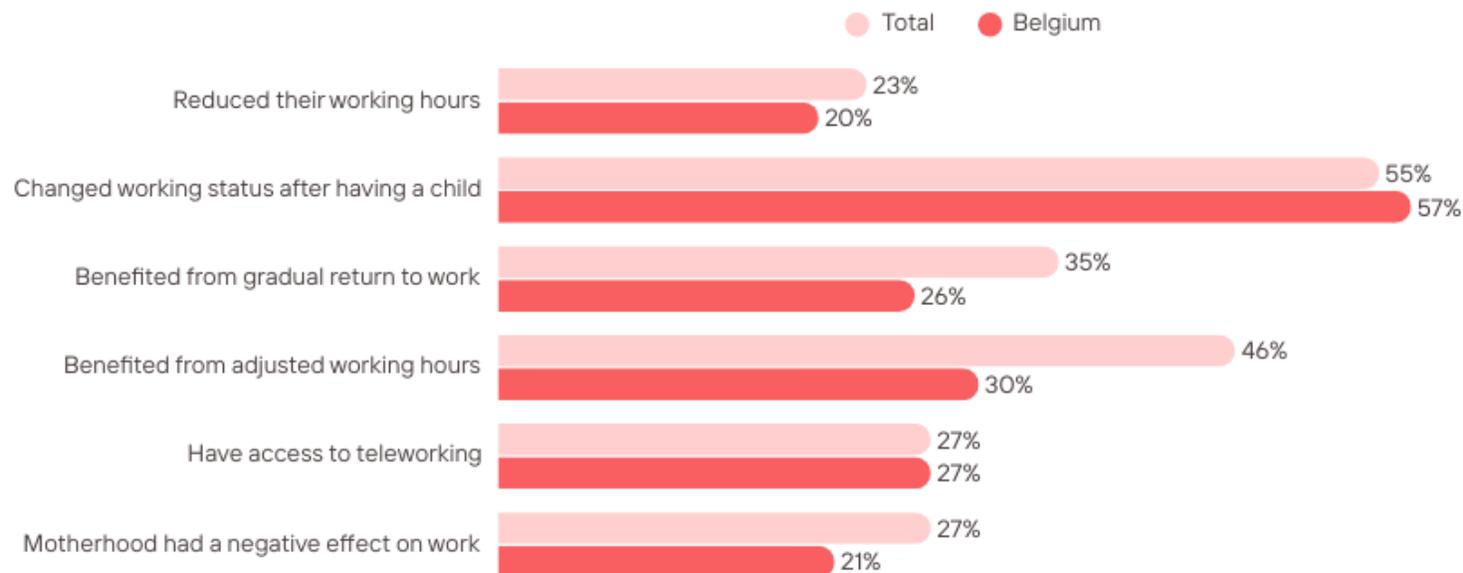


**Did you experience any of the following mental health issues in the past year?**

(\*) Among mothers with children under the age of 1

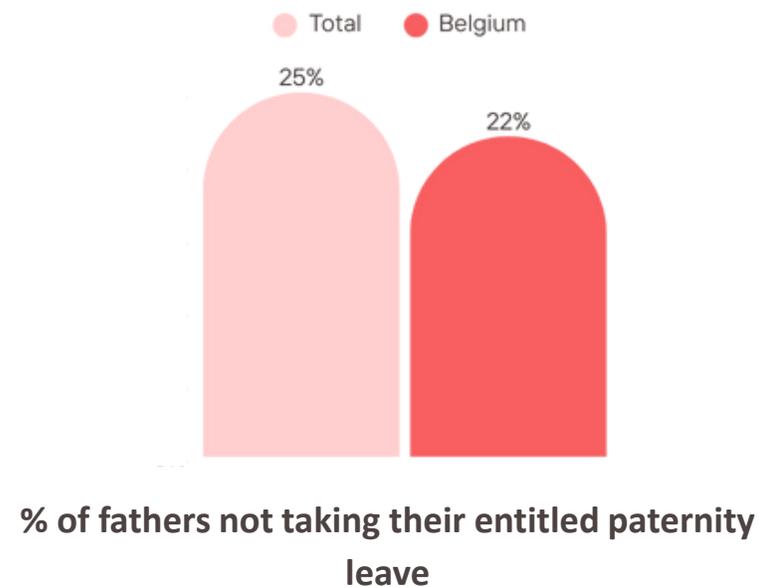
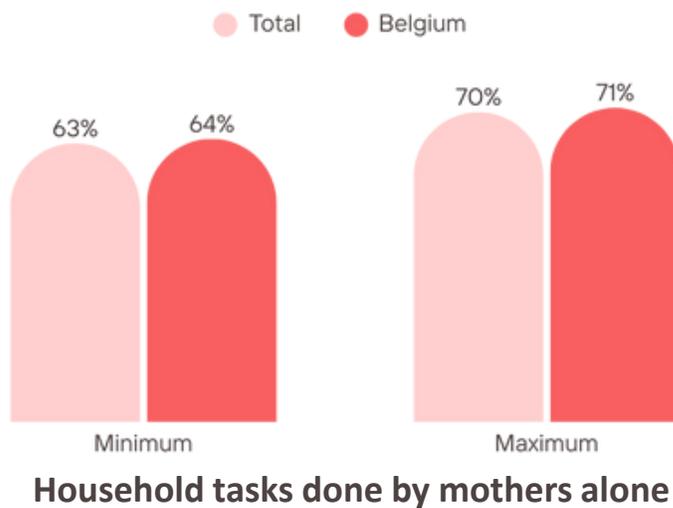
# Key Findings

While mothers evolve in flexibility and adaptability, workplaces lag behind



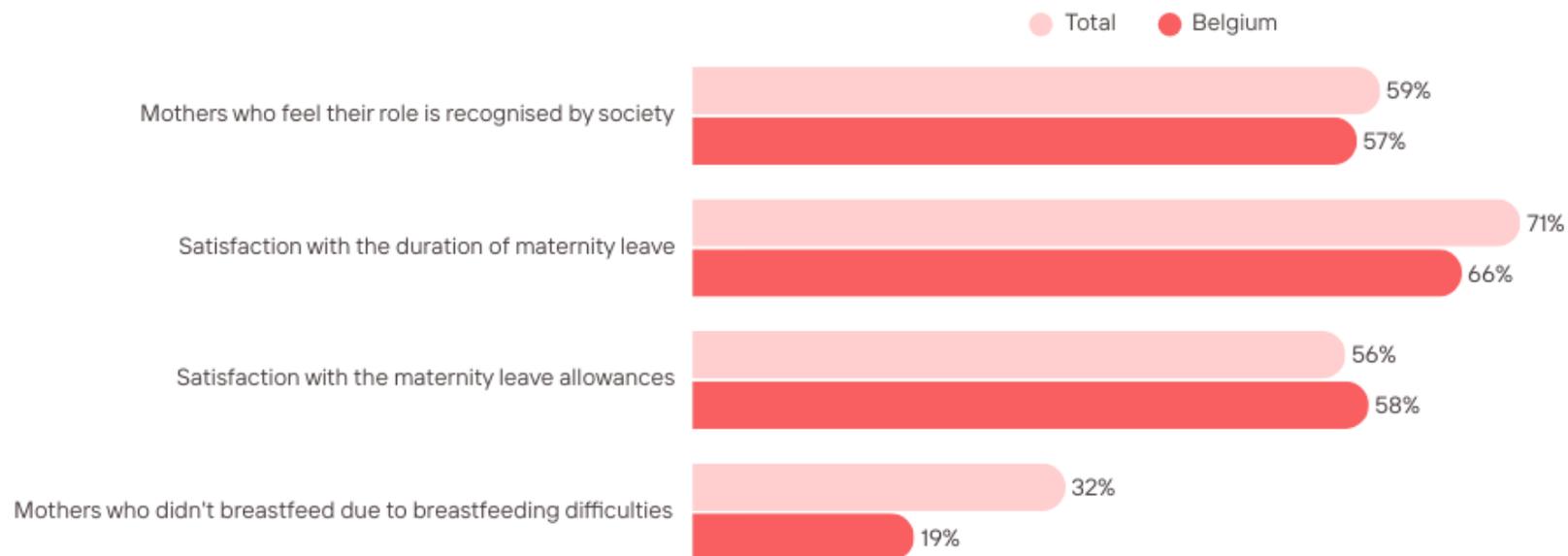
# Key Findings

Family dynamics often place a disproportionate load on mothers



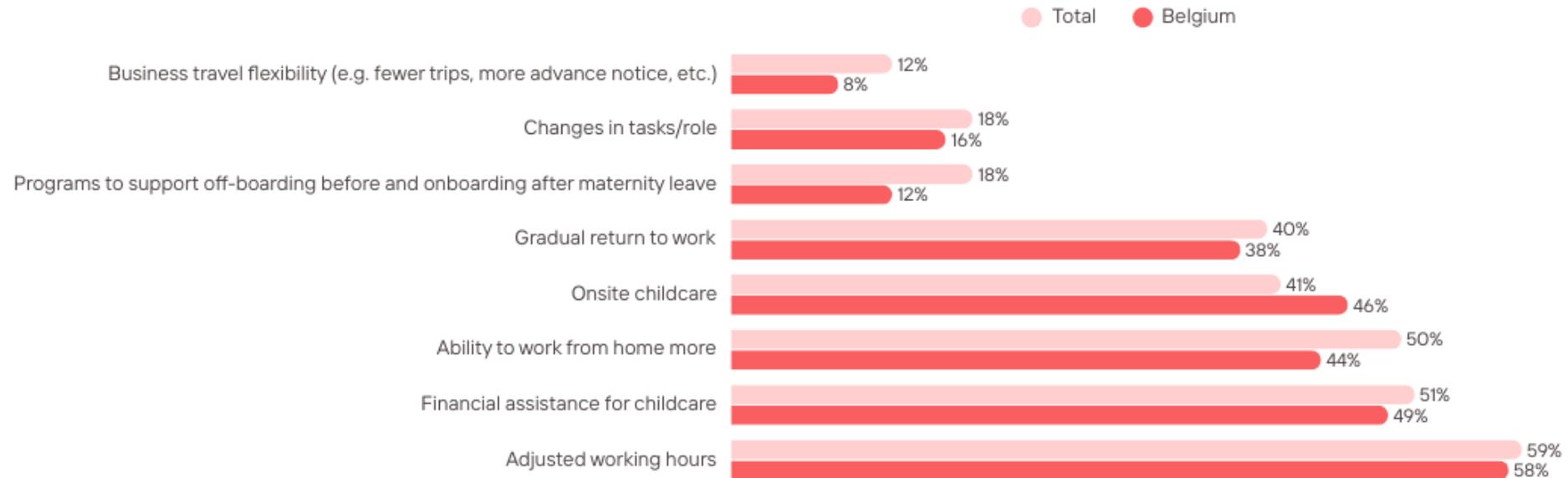
# Key Findings

## Society support and policies still need to evolve

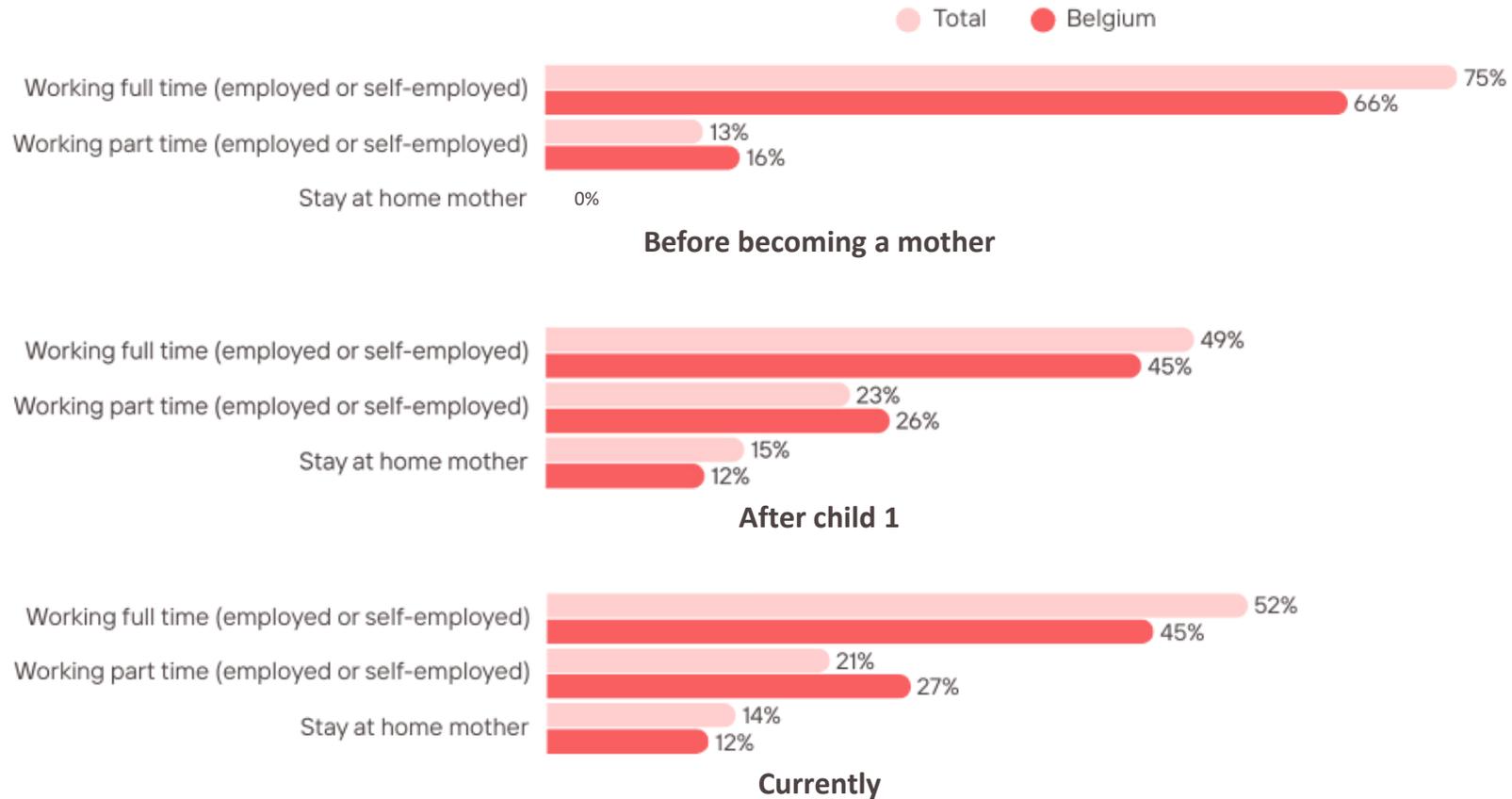


## Factor 1: Workplace rigidity

### Desired return to work benefits (among mothers who didn't receive them)

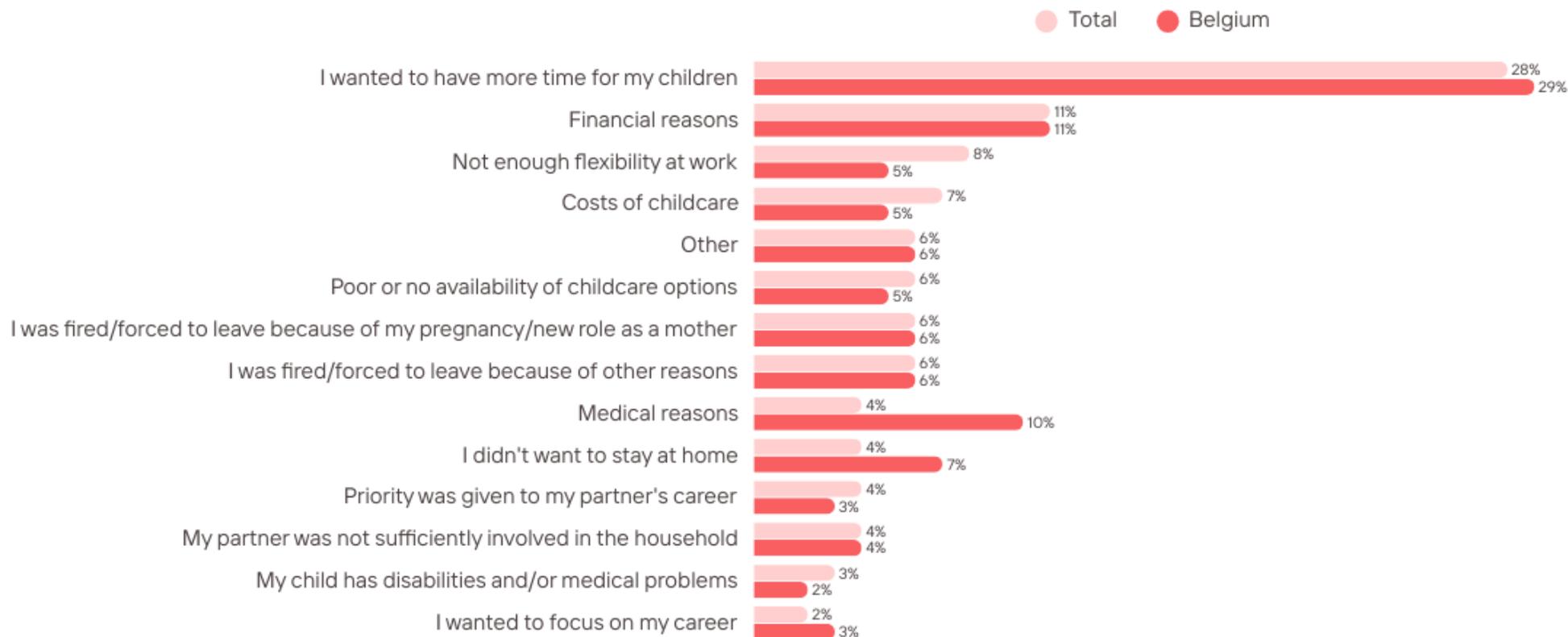


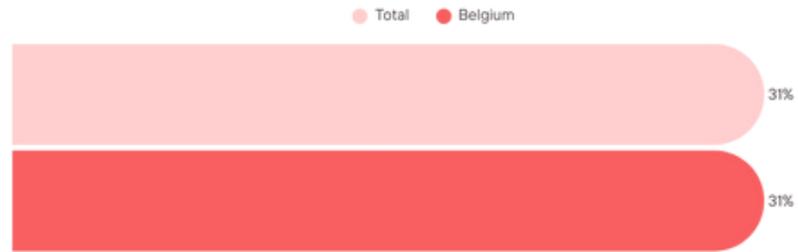
### Working status at various life stages



# Factor 2: Unbalanced family dynamics

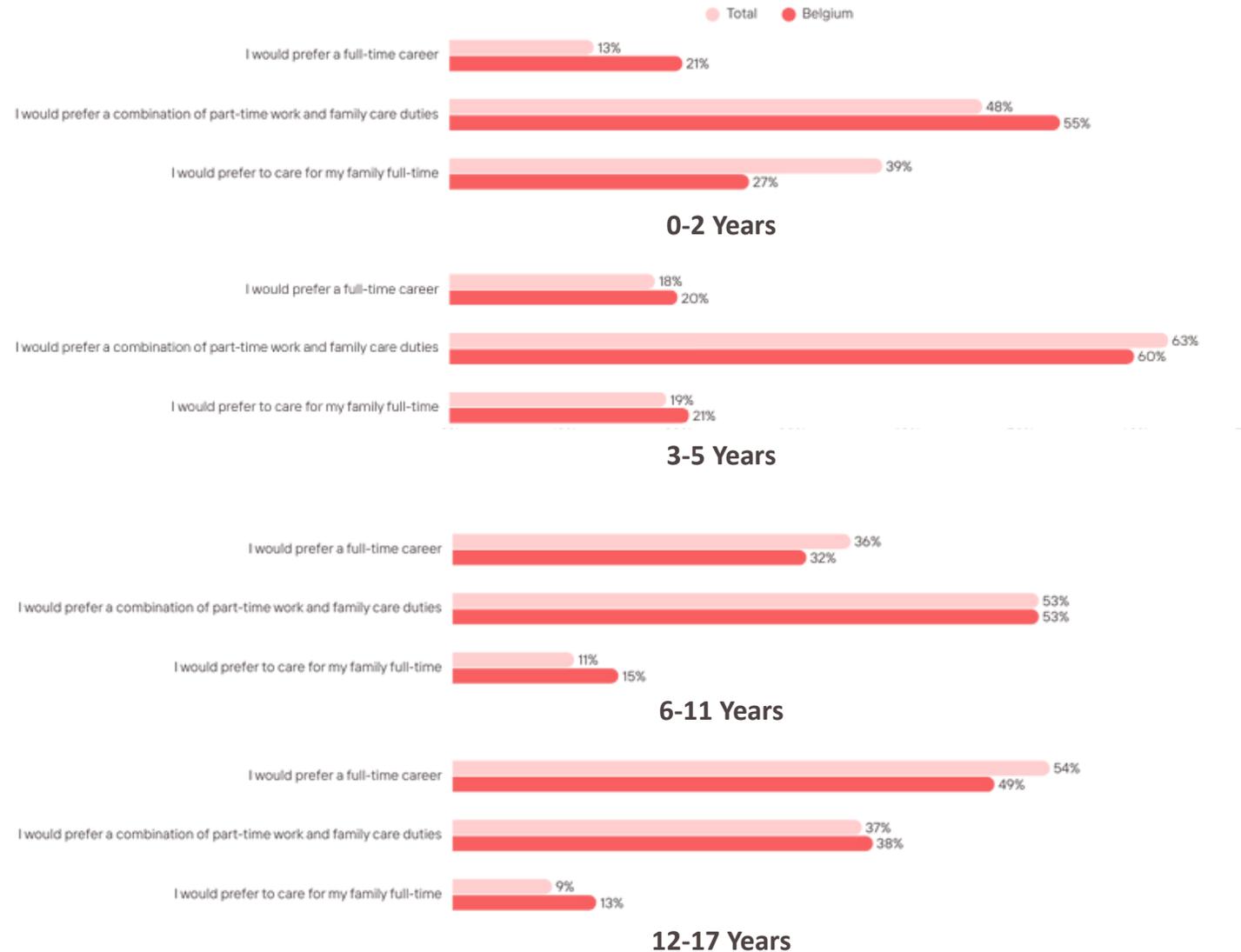
No. 1 reason for mothers to change working status after a child

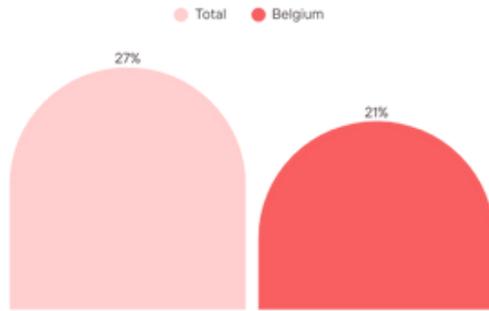




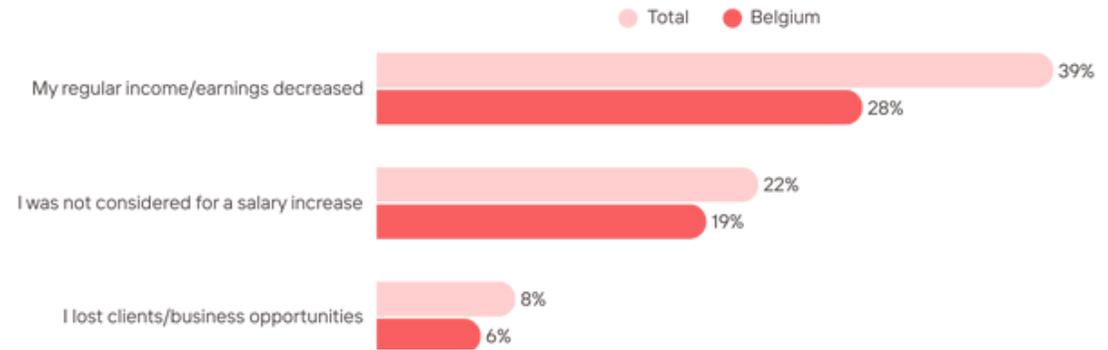
**Mothers not satisfied with their working status**

## Desired balance of work and childcare

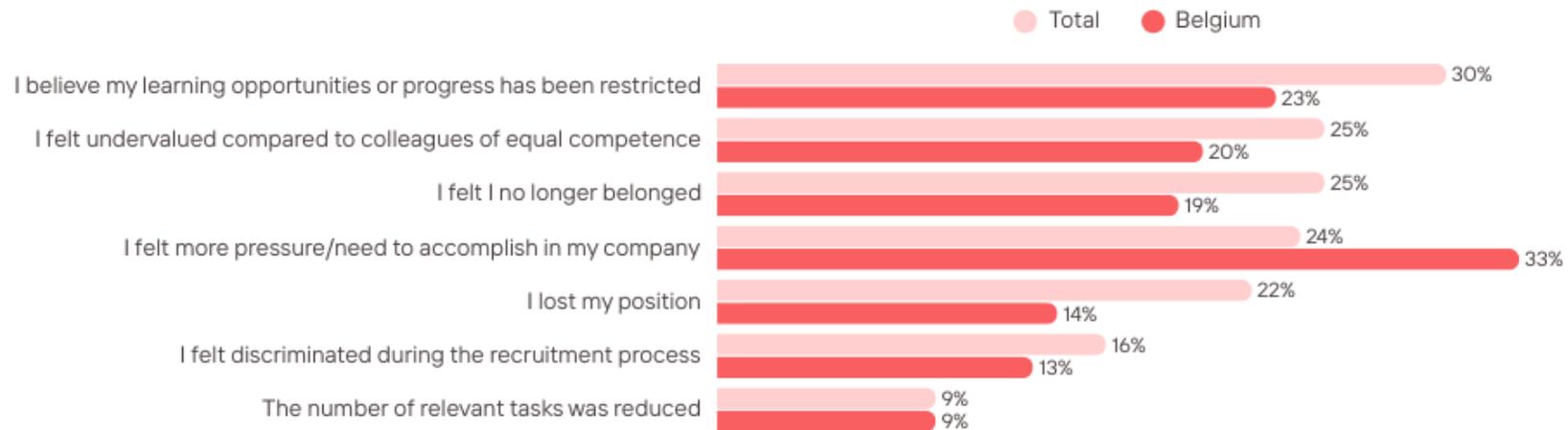




**% of mothers who stated motherhood has negatively affected their work/career**

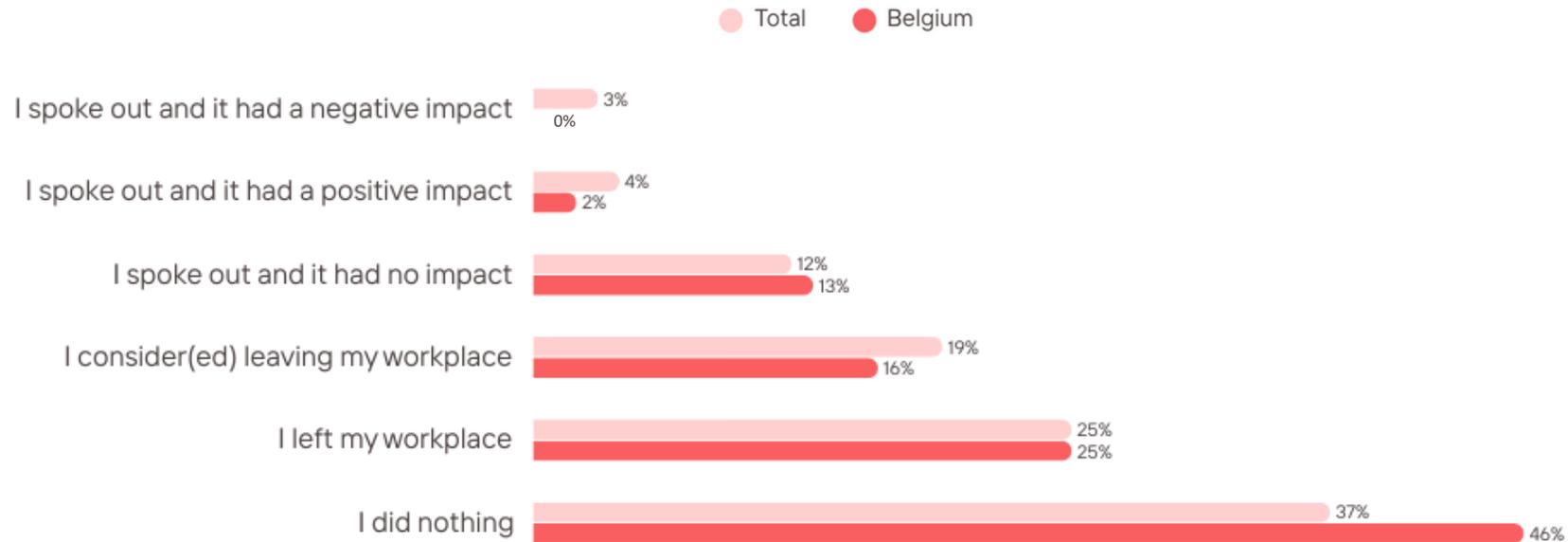


**Negative impact of motherhood on work - effects on finances**



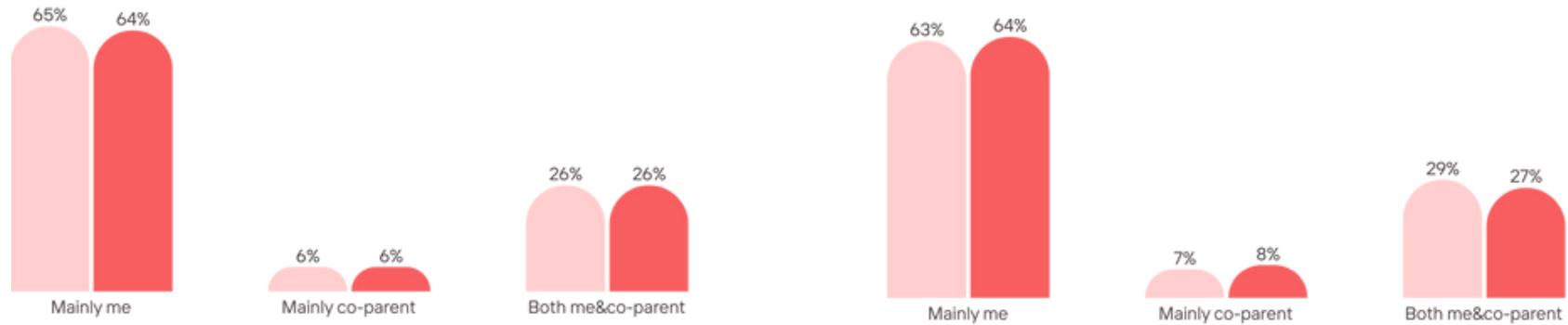
**Negative impact of motherhood on work - effects on career progression**

### Actions taken by mothers due to negative effects of motherhood on their careers (%)



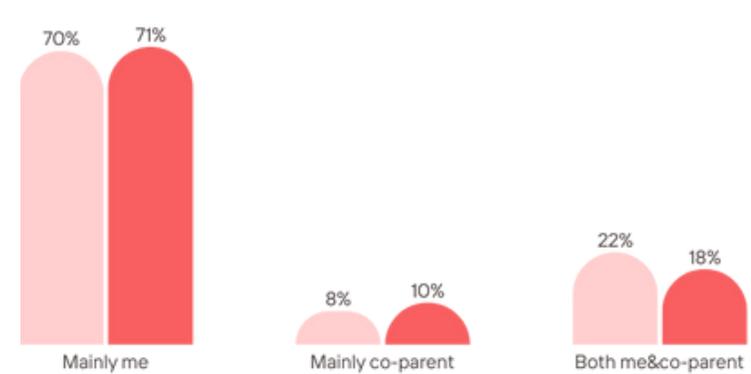
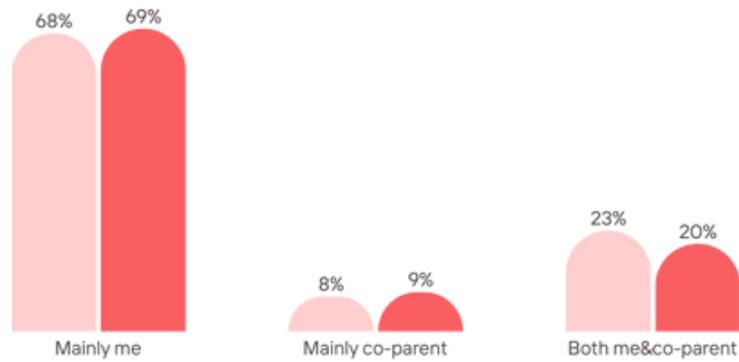
### Household & Childcare work division

● Total ● Belgium



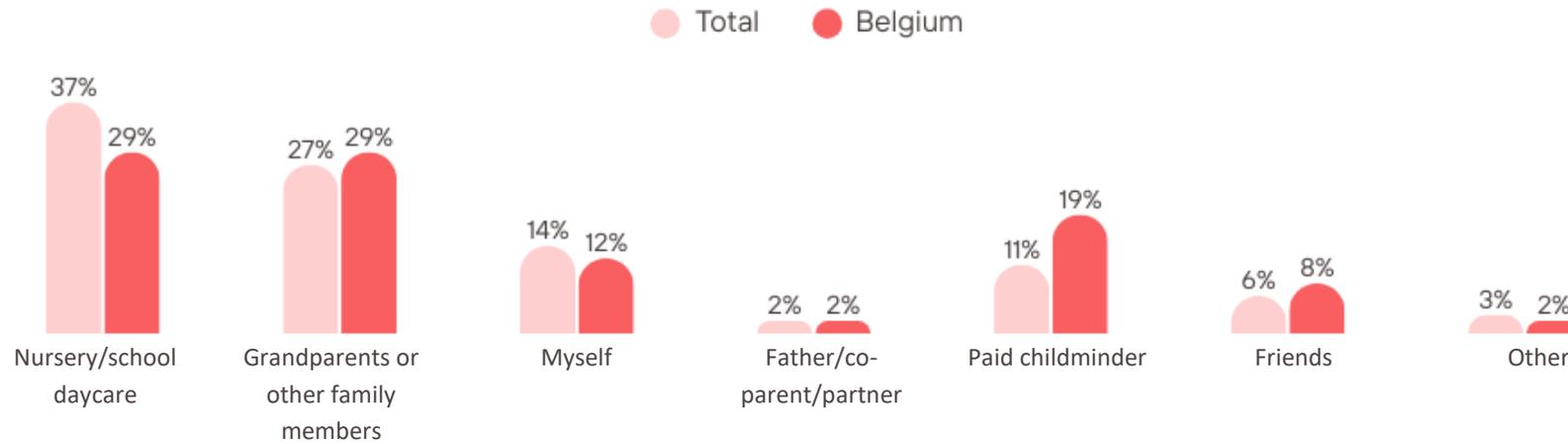
### Children's physical needs

### Children's emotional & educational needs

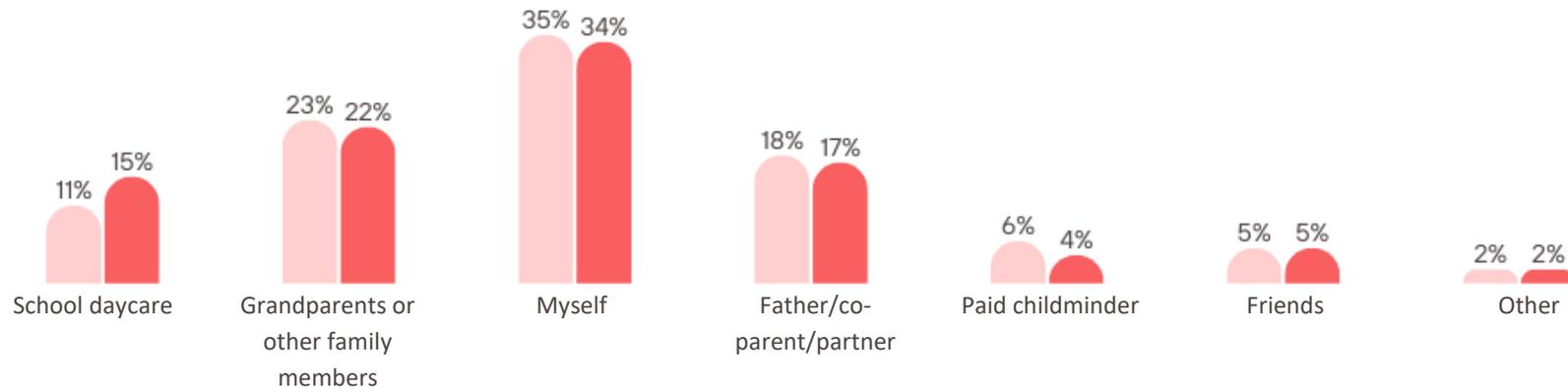


### Household tangible tasks

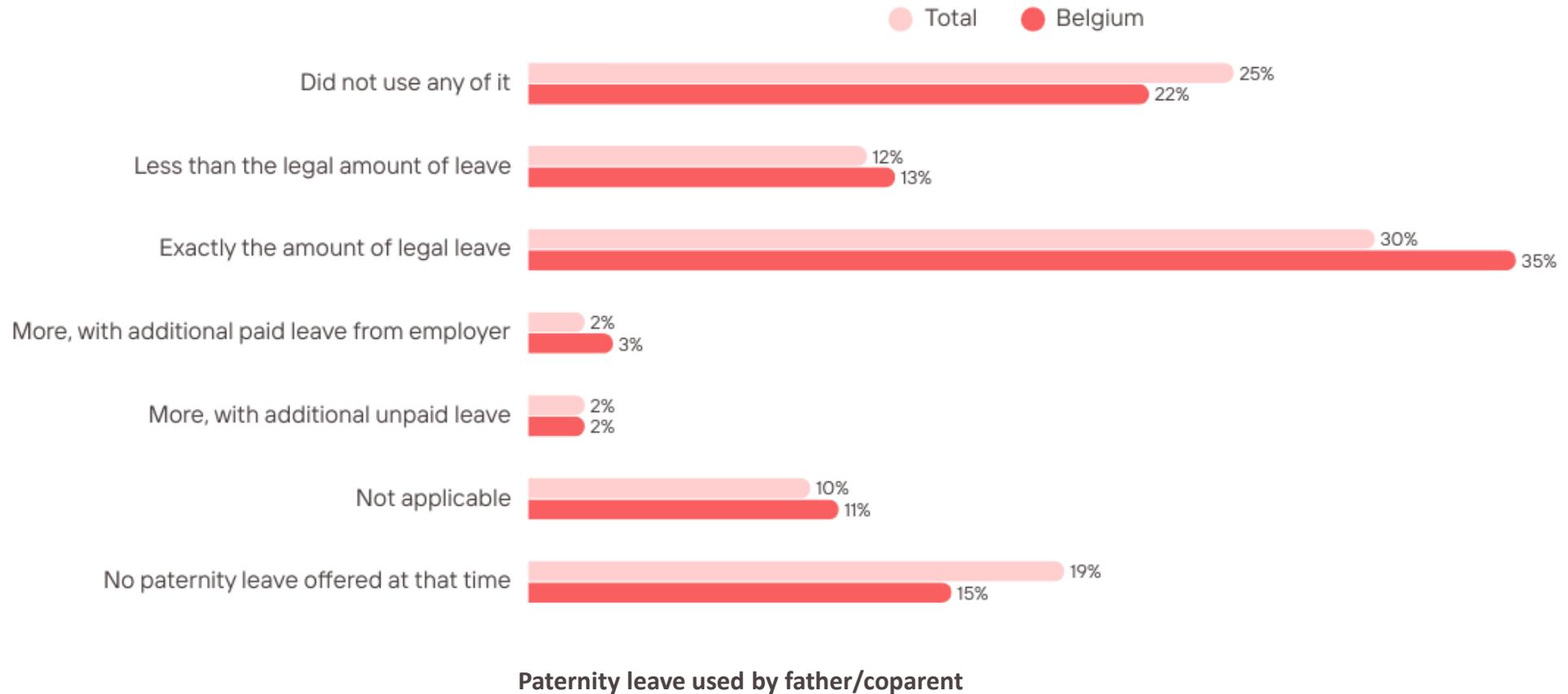
### Household intangible tasks



**Childcare support first option for pre-school children**



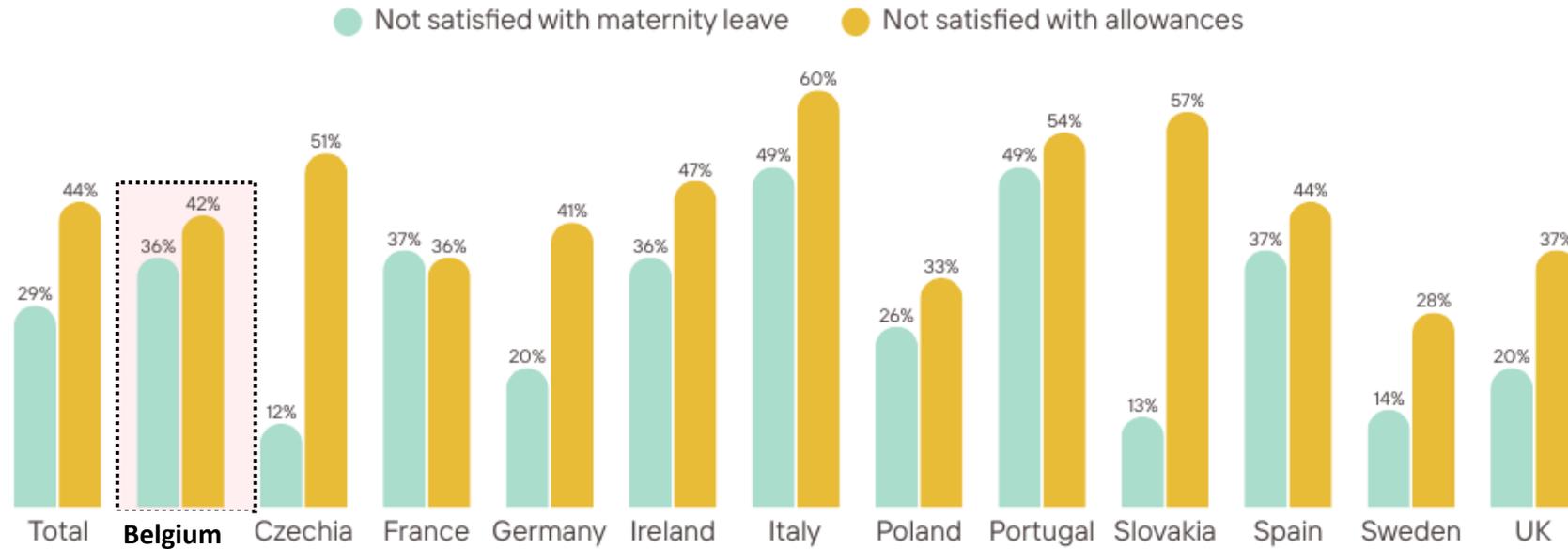
**Childcare support first option for school aged children**



## Factor 3: Insufficient societal and policy support



% of mothers who feel that their role is recognised by society

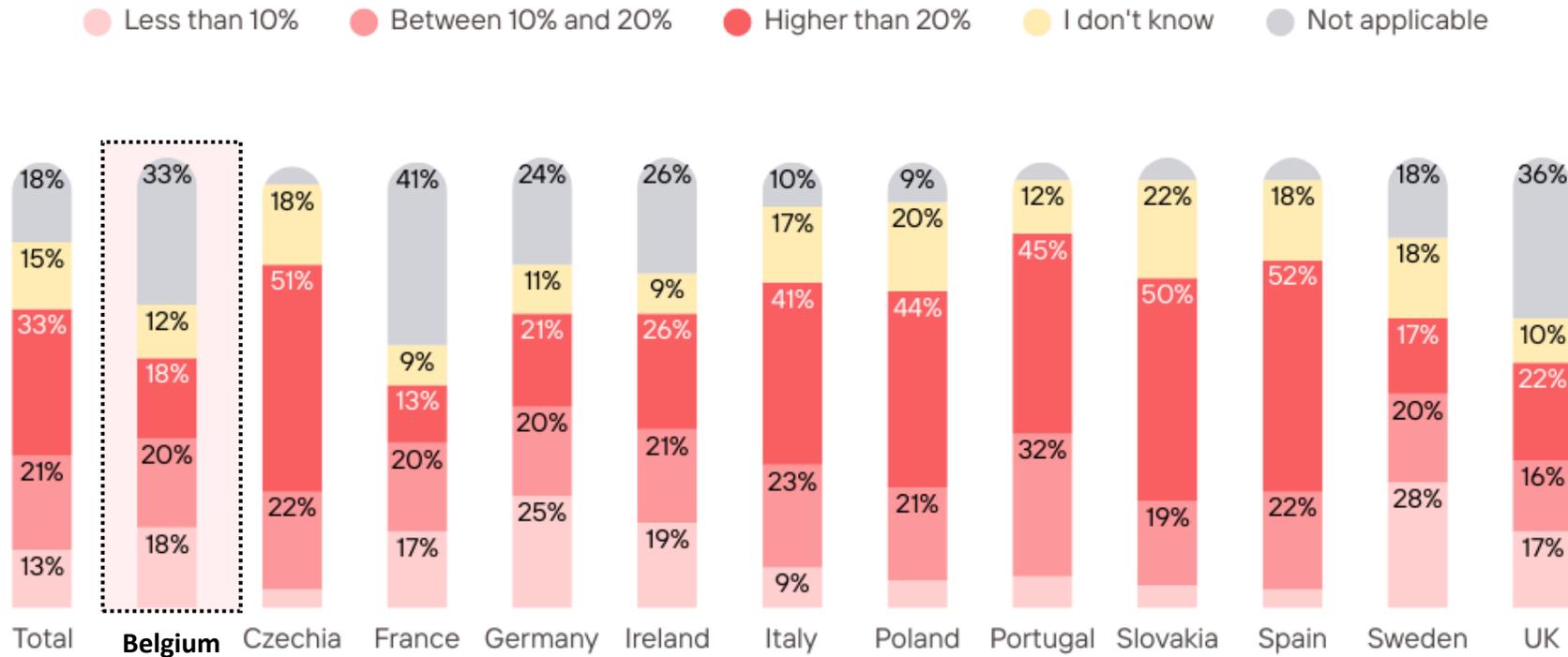


Dissatisfaction with maternity leave and allowances by country

## State of motherhood in Europe 2024



**Income received during maternity leave  
(regardless which institution it came from)**



Childcare expenses by country  
 (% of the total household income)

# Recommendations & Conclusion

The challenges mothers face today are not theirs alone, **they affect society as a whole and demand a collective response.**

To truly support them, we must shift to a system that values **care** as vital to societal stability and well-being, sharing the collective responsibility of raising children. As the proverb says, “It takes a village to raise a child,” and now, it’s time for the village to support its mothers.



# MMM recommendations

## Enhance maternal mental health support

- Invest in and develop **decentralised and community-based mental health services**, that include a holistic approach to health that integrates both physical and mental well-being. Ensure this approach is **embedded across all services that mothers interact with**, during pregnancy but most importantly in the post-partum period, including gynecologists, general practitioners, pediatricians, psychologists, social workers, etc.
- Invest in research and **collect further data on maternal mental health** to better evaluate the symptoms, the demographics, and the support for mothers with mental health conditions
- **Include mental health as an integral part of health emergencies**, ensuring its protection and promotion to support overall well-being and resilience
- **Improve mental health literacy** with specific focus on the peripartum period, ensuring the sharing of culturally appropriate, linguistically diverse and user friendly information
- Invest in **screening tools and clinical guidelines tailored to all mothers**, with a particular attention on addressing the intersectional factors that intensify challenges for some, such as race, poverty, ethnicity, migrant status, and more

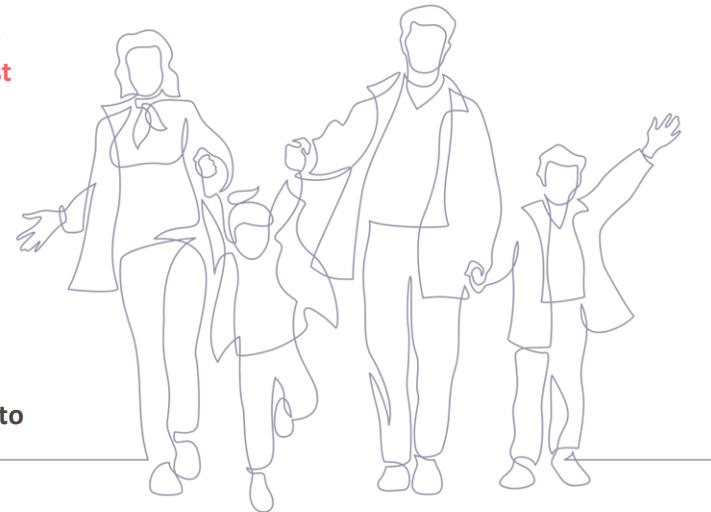


# MMM recommendations

## Promote family-friendly workplaces

### Aimed at the EU decision makers

- Extend the current right, provided by the Work-Life Balance Directive, for parents to request flexible working conditions for children **up to age 18**
- Implement the **right to flexible working arrangements** (reduced working hours, flexible working hours, flexibility on the place of work, etc.) **rather than just the right to request** flexible working arrangements, as foreseen by the WLB Directive. Flexible working arrangements are fundamental during all the professional lives of parents, and specific attention has to be given to the **return from maternity leave**
- Ensure that **effective sanctions are implemented** across all Member States against discriminations based on family responsibilities in the workplace
- Monitor the full implementation of the **EU Pay Transparency Directive** to ensure the effective adoption of equal pay for work of equal value, alongside the Women on Boards Directive across the EU. Additionally, enhance the latter by extending its scope to **include unlisted companies and SMEs**, with a stronger emphasis on promoting gender equality in executive positions.



# MMM recommendations

## Aimed at the private sector

- Promote initiatives that help balance work and family life as part of CSR policies, such as Spain's [EFR certificate](#) (MMM Network member 'Más Familia') and France's ['Be Family'](#) movement and certification (co-founded by MMM)
- Implement transformative policies ensuring companies adapt to workers' needs—especially for parents and caregivers, with a focus on mothers. Key actions include:
  - i. Offering flexible working options, like reduced hours (e.g., a 4-day week with no pay cut), flexible schedules, remote work, and the right to disconnect
  - ii. Providing easy reporting channels for parents facing discrimination due to caregiving responsibilities, such as through the use of digital tools
  - iii. Funding childcare centers and supporting family-friendly, development-focused childcare solutions
  - iv. Creating breastfeeding spaces
  - v. Supporting career development programs for mothers working part-time

# MMM recommendations

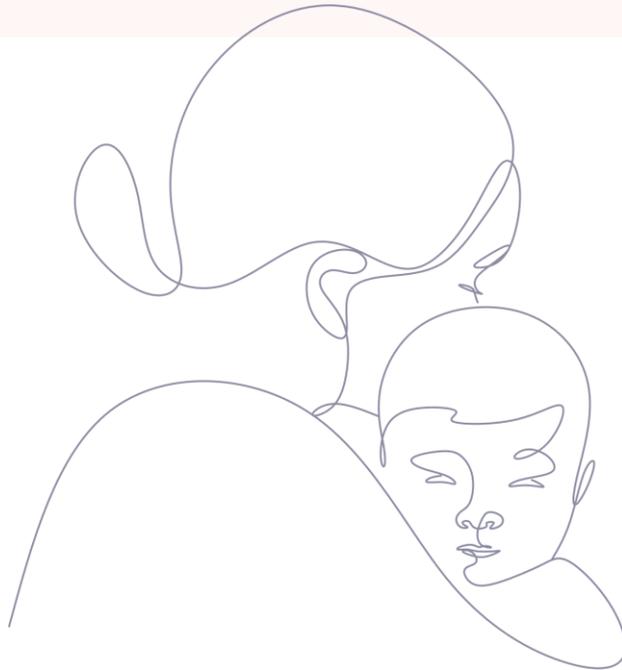
## Recognize & Redistribute the unpaid family care work

Redefine "work" as a holistic concept that includes both paid and unpaid contributions, recognising unpaid work as essential and deserving of access to social rights such as social security, education, and training.

- Introduce 'care credits' across all Member States to offset employment breaks taken to provide informal family care, ensuring these credits fairly contribute to **pension entitlements**
- Extend carer's leave, as outlined in Directive (EU) 2019/1158 on work-life balance, beyond the current five days per year and make it mandatory with compensation. Ensure that remuneration for this leave is at least equivalent to the national sick pay level, recognizing the essential role of caregivers in society. Such compensated leave would apply to all situations in which individuals provide care for family members, including their children, other minor household members, the elderly, the sick, or individuals with disabilities
- Ensure that in all EU Member States parents, especially single parents and those with more than three children (large families), as well as those caring for a household member with disabilities or special needs, are entitled to **income transfers and pension enhancements**
- Since competencies between family and work life are transferable, it is essential to recognise and validate **skills gained through unpaid care work**. This can be achieved by developing a European certificate for family competencies, inspired by initiatives such as the French [VAE system](#), the [MAAM Tool](#), the FamCompass, the [MOM Project](#), and private efforts like [LifeFeed](#)
- Conduct **time-use surveys more frequently**, with a focus on measuring time allocated to care and domestic work, and household composition
- Integrate a gender perspective into all policies
- **Raise awareness**—particularly in schools—of persistent gender biases that influence behavior within households, workplaces, and beyond

# MMM recommendations

## Improve & foster parental leaves



- Enhance and implement **longer and well-paid maternity, paternity (with at least one mandatory month for fathers), parental and carers leaves**. Flexibility and adaptability must be at the core of these policies, allowing families to tailor their leaves according to personal needs
- Ensure that the situation of the self-employed—representing nearly 25 million workers(7) or 12.7% of Europe's workforce—is considered so they can benefit from an EU framework on family leave schemes

# MMM recommendations

## Provide quality & affordable childcare

- Give parents a **real choice among formal, informal and semi-formal childcare solutions**—such as community-based childcare services, ‘gardiennes’, childminders, or ‘Granny au pair’—as well as the option to care for their under-school-age children themselves. This approach acknowledges the diverse needs of families while respecting early child development
- Provide accessible, affordable and of a high quality childcare services **until mandatory school age** that meet at least the EU targets (Barcelona Targets)
- Ensure decent revenues and proper working conditions for **nursery professionals** to properly recognise their work and to make up for the lack of attractiveness of the profession
- Support **intergenerational solidarity solutions** such as: ‘Granny au pair’ in Germany, Austria and The Netherlands
- Encourage systems that support older individuals in providing childcare, like Sweden's initiative allowing paid parental leave days to be transferred to grandparents, friends, or guardians. These measures also reduce the risk of poverty for mothers in old age



# About Make Mothers Matter



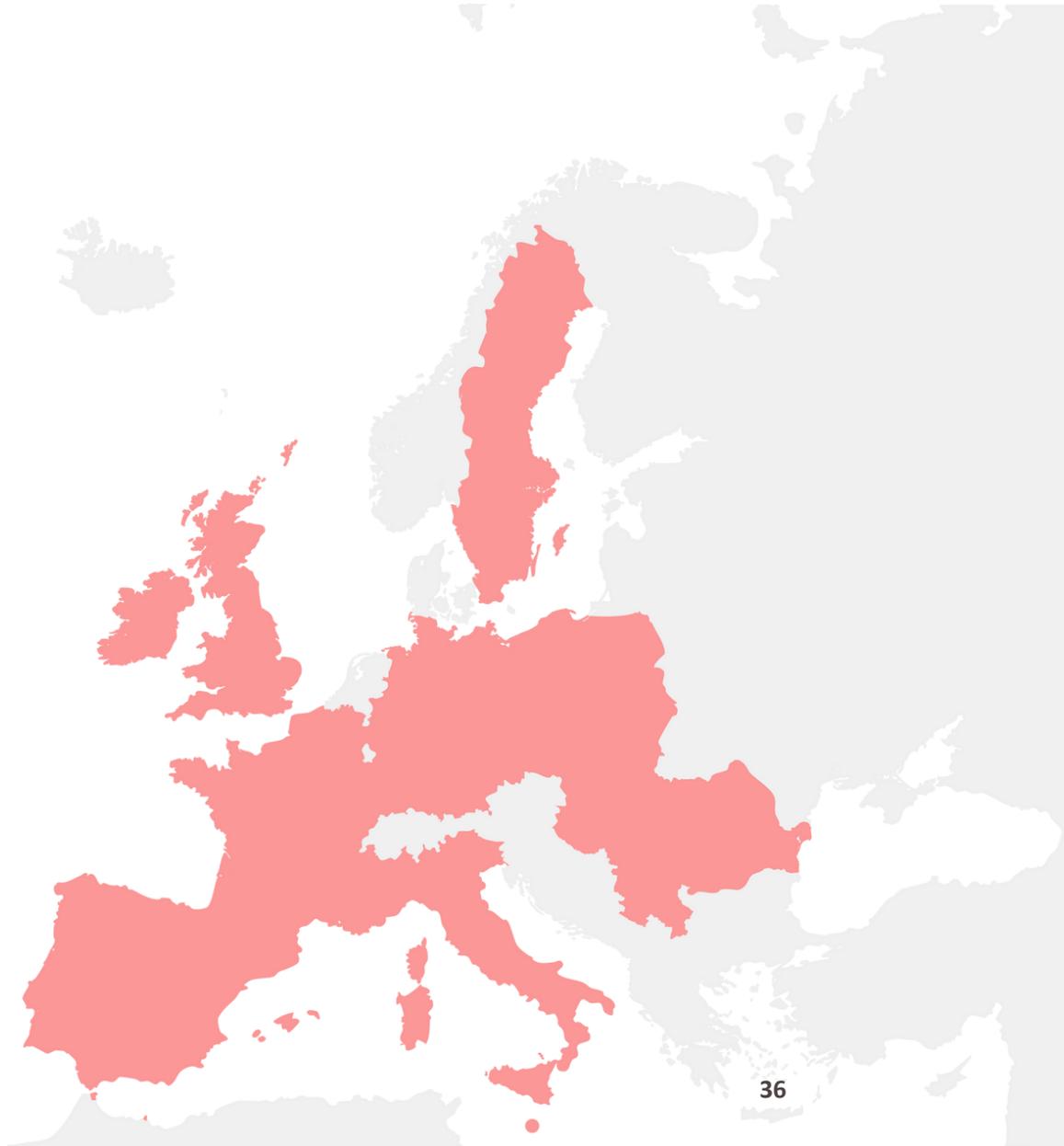
Since 1947, Make Mothers Matter (MMM) has been **advocating for the global recognition and support of mothers**. We collaborate worldwide with partners who lead local programs aimed at supporting mothers in their communities. This network allows our advocacy at the EU, UN, and UNESCO to represent the interests and realities of mothers around the world.



# The sample

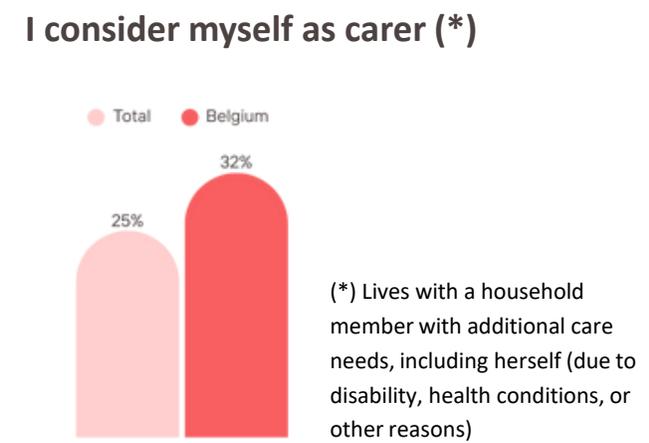
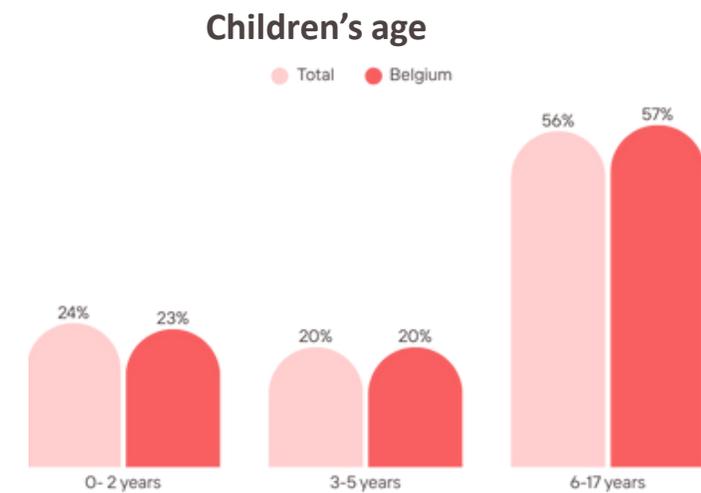
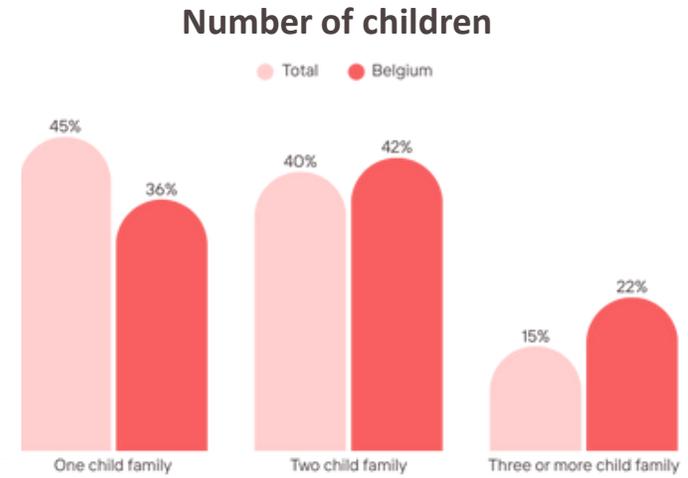
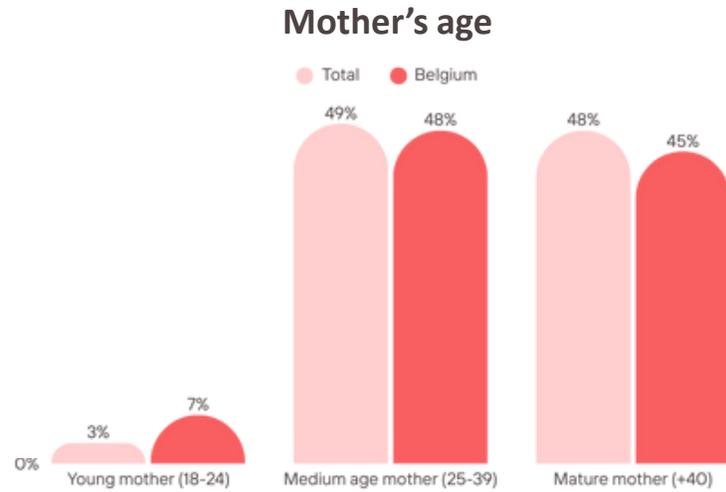
- Date of the survey: May 2024
- 49% of the women questioned were of medium age between 25 and 39 years old, while 48% were 40 years and above. Only 3% were between the ages of 18 and 24
- 80% were living with the co-parent and 20% did not
- 45% of the mothers had one child while 40% had two children and 15% had three or more
- 56% of the mothers had children aged between 6 and 17
- 74% of the mothers were working, 24% were not
- Only 34% reported being the main earner in the household, while 44% said the co-parent was the main earner, and 20% stated that both partners contributed equally
- 45% of mothers stated they have no/low or below average incomes, even though more than 40% have a university degree
- 25% consider themselves as 'carers', meaning that they live with a household member (a child or another adult) with additional care needs, that could be due to disability or health conditions (physical or mental) or other reasons

**Belgium, Czechia, France, Germany, Ireland,  
Italy, Poland, Portugal, Slovakia, Spain,  
Sweden, UK**



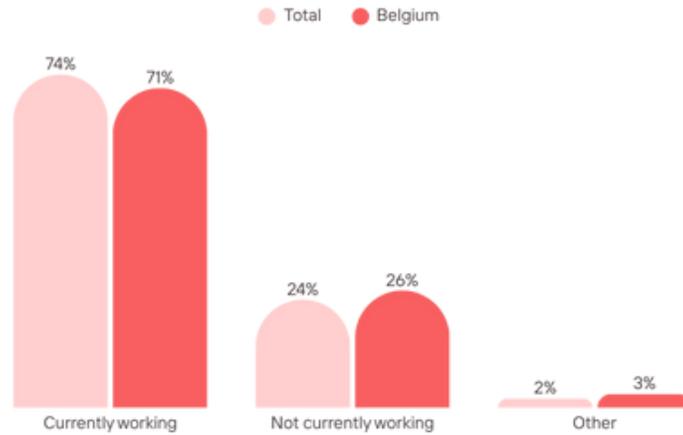
# The sample

(Total: 9,600, Belgium: 800 )

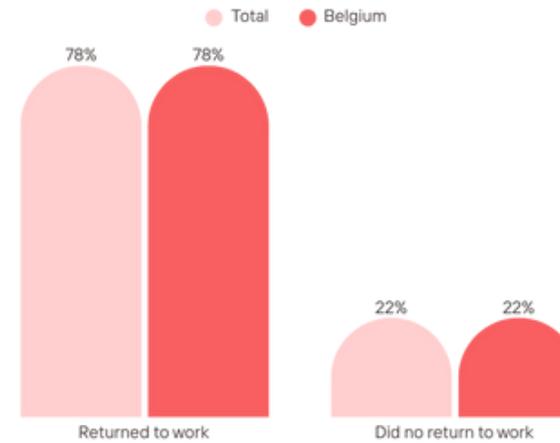


# The sample

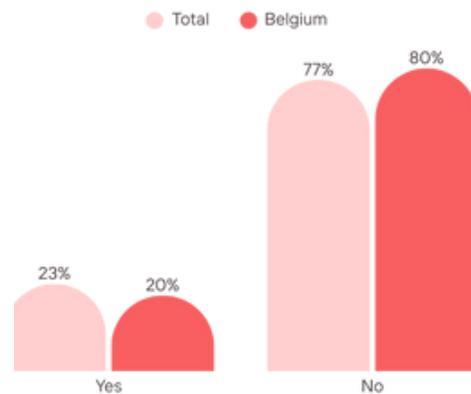
### Working status



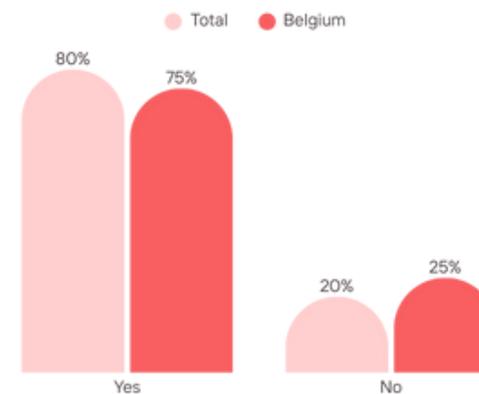
### Returned to work (after ANY child)



### Reduced labor contribution

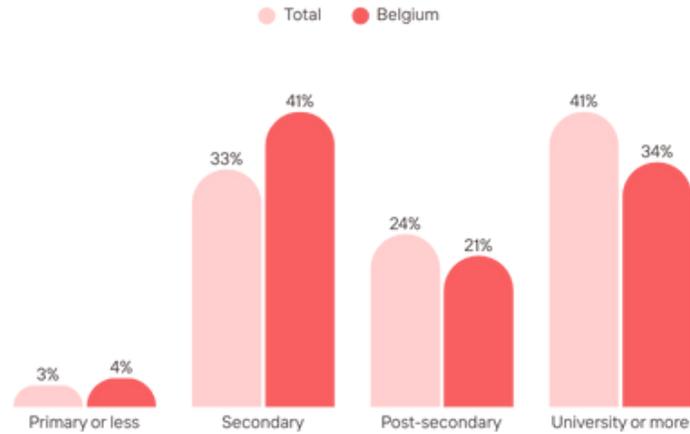


### Living with co-parent

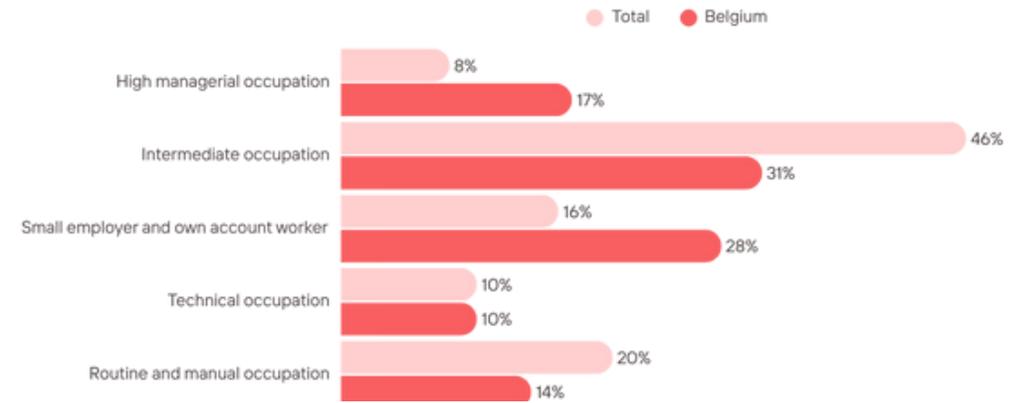


# The sample

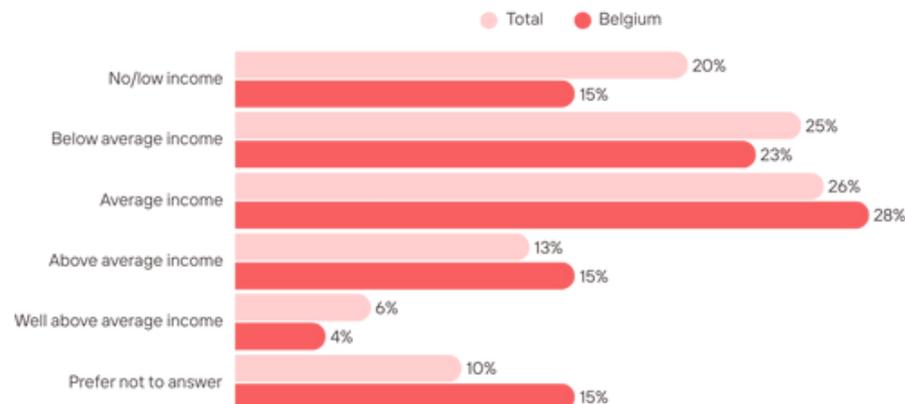
## Education



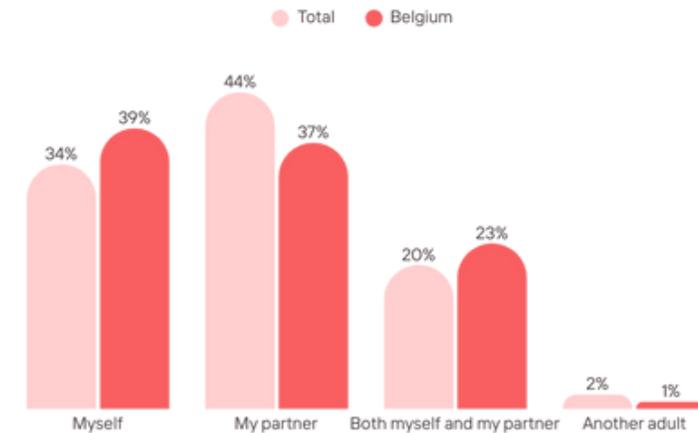
## Occupation



## Mother's personal income



## Main income earner



## Suggested citation

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Brussels, Belgium.

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**Conclusion**



La transposition de  
la directive sur la  
transparence  
des salaires

Quand le mérite ne  
suffit pas :  
comment le monde du  
travail trahit  
les femmes

Vrouwelijke  
ondernemers hebben  
minder  
loopbaanperspectief  
dan mannelijke  
ondernemers

Vers la parité dans  
l'économie sociale

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