CSAIO 17
Leave for family reasons at ECB

European Court of Justice
Luxembourg, 22+23 September 2016
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Member of the ECB Staff Committee
Agenda – Leave for family reasons at ECB

• Context

• Current offers of the ECB

• Challenges ahead
Context

Work-life balance

Compatibility of job and family

Leave for family reasons
Current offers of the ECB - Overview

1. Maternity/adoptive leave (paid)
2. Special leave (paid)
3. Parental leave (unpaid)
4. Unpaid leave
Current offers of the ECB
1. Maternity/adoptive leave (paid)

• **Duration 20 weeks**, in case of multiple birth/multiple adoption within the same year: 24 weeks

• Start of maternity leave: between 3 and 6 weeks prior expected date of confinement or at time of confinement, if earlier

• Adoptive leave to be taken within one year of the date of adoption; if interest of the service allows, split in several periods; on request up to six weeks ahead of the adoption, if needed for that purpose
### Current offers of the ECB

#### 2. Special leave (paid)

<table>
<thead>
<tr>
<th>Underlying reason</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Marriage of</strong></td>
<td></td>
</tr>
<tr>
<td>• a member of staff</td>
<td>4 days</td>
</tr>
<tr>
<td>• a child</td>
<td>2 days</td>
</tr>
<tr>
<td>• a close relative</td>
<td>1 day</td>
</tr>
<tr>
<td><strong>Death of</strong></td>
<td></td>
</tr>
<tr>
<td>• a spouse/recognised partner</td>
<td>4 days</td>
</tr>
<tr>
<td>• a child</td>
<td></td>
</tr>
<tr>
<td>• a close relative</td>
<td></td>
</tr>
<tr>
<td><strong>Birth/adooption</strong></td>
<td>10 days</td>
</tr>
<tr>
<td><strong>Change of residence</strong></td>
<td></td>
</tr>
<tr>
<td>• when taking up appointment</td>
<td>2 days</td>
</tr>
<tr>
<td>• other</td>
<td>1 day</td>
</tr>
<tr>
<td><strong>Illness of child &lt; 18</strong></td>
<td>(5 days)*</td>
</tr>
<tr>
<td>Medically certified requirement for presence of the staff member</td>
<td></td>
</tr>
<tr>
<td><strong>Illness of close relative</strong></td>
<td>(5 days)*</td>
</tr>
<tr>
<td>Medically certified requirement for presence of the staff member</td>
<td></td>
</tr>
<tr>
<td><strong>Hospitalisation of child &lt; 18</strong></td>
<td>5 days</td>
</tr>
<tr>
<td>Medical certified hospitalisation</td>
<td></td>
</tr>
</tbody>
</table>

- after first taking two days of annual or unpaid leave; per child/relative
In addition to the special leave due to marriage, birth or death the banks offers special leave for travelling:

• Duration 1 or 2 days, depending on travel mean, distance and duration

• Maximum: in total 2 days per calendar year

Director General HR has the possibility to approve (additional) special leave on a case-by-case basis.
Current offers of the ECB

3 Parental leave (unpaid)

• Up to 3 years per child
• Total per staff member: 6 years
• For each parent
• Until child reaches age of 10
• Or for children above this age, who need constant care
• Request for such leave/prolongation at least three months in advance
• Return to the same position for periods of parental leave for up to 6 months
No basic salary and no allowances except …

- Full child and education allowance
- If applicable: disability and death in service benefits
- Remain member of the ECB’s pension plan, but no contributions by the ECB or the member
- counting as years of service
- Optional: coverage under health and accident insurance, if own contribution is still paid
Current offers of the ECB

4 Unpaid leave on personal grounds

Precondition:

• No conflicting business needs
• No activities during unpaid leave giving rise to interest of conflict

Duration:

• between 2 weeks and 3 years
• after 7 years without unpaid leave again possibility to apply
Current offers of the ECB

4 Unpaid leave on personal grounds  cont’d

Upon return:

• same or similar position
• if not available, lower level position, but with previous salary level

Benefits:

• No salary, no allowances
• No coverage under the social security schemes
Challenges ahead

Duration of maternity leave

Special leave to take care of elderly close relatives