

# The State of motherhood in Europe 2024: overlooked challenges, unmet needs

## Key findings from the Make Mothers Matter 2024 survey – Focus on Germany

Based on a study conducted by Kantar and commissioned by MMM



### THE SAMPLE

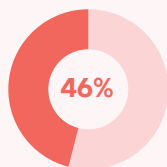
**9,600 mothers** (800 per country) from:  
**Belgium, Czechia, France, Germany, Ireland, Italy, Poland, Portugal, Slovakia, Spain, Sweden—as well as the UK**

18-24 years old: **2%**  
25-39 years old: **51%**  
40+ years old: **47%**

**76%** of mothers were working, with **40%** working part-time  
**vs. 74% and 21% in all countries**

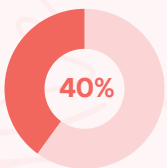
*"All countries" refers to the compilation of data from the 12 European countries in the study*

### A MAJORITY OF MOTHERS EXPERIENCE MENTAL HEALTH CHALLENGES



of mothers report feeling overloaded

**vs. 67% in all countries**



of mothers stated that they suffer from mental issues (with **26%** suffering from depression)

**vs. 50% and 20% in all countries**

### Factor Nr. 1

#### WHILE MOTHERS EVOLVE IN FLEXIBILITY AND ADAPTABILITY, WORKPLACES LAG BEHIND

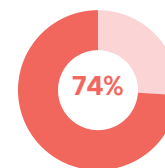
**36%** reduced their working hours, and **68%** changed their working status after having a child  
**vs. 23% and 55% in all countries**

Only **42%** of mothers report benefiting from a gradual return to work, **61%** from adapted working hours, and just **36%** have access to teleworking options  
**vs. 35%, 46% and 27% in all countries**

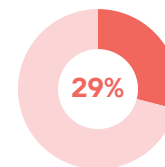
This disrupts career progression, with **31%** of mothers stating motherhood negatively impacted their careers  
**vs. 27% in all countries**

### Factor Nr. 2

#### FAMILY DYNAMICS OFTEN PLACE A DISPROPORTIONATE LOAD ON MOTHERS



Mothers handle up to **74%** of household and caregiving tasks alone, regardless of whether they are employed or not  
**vs. 70% in all countries**



of fathers took **no paternity leave**, despite being entitled to it  
**vs. 25% in all countries**

### Factor Nr. 3

#### SOCIETY SUPPORT AND POLICIES STILL NEED TO EVOLVE

**44%** find that their role is not recognized by society  
**vs. 41% in all countries**

**20%** of mothers are not satisfied with the duration of maternity leave and **41%** with the allowances received during the same period  
**vs. 29% and 44% in all countries**

**Mothers are the primary carers for school-aged children** (34%), followed by grandparents (21%) and the father/ co-parent (20%)  
**vs. 35%, 23%, 18% in all countries**

**MAKE MOTHERS MATTER CALLS FOR ENHANCED SUPPORT FOR PARENTHOOD AND MATERNITY IN PARTICULAR, INCLUDING:**

Enhancing **maternal mental health support**

Promoting **family-friendly workplaces**

Ensuring protection against **motherhood discrimination** in the workplace

Recognising and redistributing the **unpaid family care work**

Improving and fostering **parental leaves**

Providing quality and affordable **childcare**