



Employment Behavior of Young Mothers during and after Maternity Leave: Evidence based on Company Data

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We investigate the durations of maternity leave and the exit probabilities after maternity leave for first-time mothers working in a large German company. With administrative personnel data we observe employment histories with specific information about for instance working time and promotions. Results show that mothers who are very productive and have a high attachment to the company exhibit shorter maternity leave periods and have lower exit probabilities afterwards.

Keywords: Female Employment Behavior; Maternity Leave Durations; Exit Probabilities; Human Resource Management; Personnel Data

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