

# TOP UP ON MATERNITY LEAVE

**Nom de l'entreprise :** Simmons & Simmons Luxembourg LLP

**Secteur d'activité :** Autres

**Catégorie de l'entreprise :** PME

## Description de l'action

When going on maternity leave, the salary is paid by the local security system. In case the social security is not covering the full monthly gross, we top up the difference guaranteeing the employee the same monthly amount and no loss of salary.

## Contexte

In the context of a law firm, it is observed that female lawyers often choose to start their families at a stage in their careers when their income exceeds the amount equivalent to 5 times the social minimum wage. Legal professionals, particularly women, may delay childbirth until they have achieved a certain level of career advancement and financial stability. Recognising this trend, the implementation of a top-up on maternity leave aims to address the unique financial circumstances of female lawyers during this significant period in their lives.

## Objectifs

**Ensuring Financial Stability:** The primary objective of implementing the top-up on maternity leave is to guarantee financial stability for employees during their maternity leave. By covering the difference between the social security payment and the full monthly gross salary, we aim to eliminate any potential loss of income for employees.

**Supporting Employee Well-being:** This practice is designed to support the well-being of our employees during a significant life event. By providing a consistent and predictable income during maternity leave, we aim to alleviate financial concerns and allow employees to focus on their well-being and that of their new family member.

**Attraction and Retention of Talent:** Offering a comprehensive maternity leave package, including a top-up, can enhance our reputation as an employer of choice. This may attract and retain top talent, particularly individuals who value family-friendly policies and support during significant life events.

## Approche

In case the social security is not covering the full monthly gross - equivalent to 5 times the social minimum wage - , we top up the difference guaranteeing the employee the same monthly amount and no loss of salary. This was already offered to our female Partners and we have extended this initiative to all our employees.

## Impact

The impact of this initiative is currently in its early stages, as it was implemented in February 2023. The timing aligns with the occurrence of the first maternity leave taken by a female lawyer in our office since the initiation of the practice. Notably, this marks the first pregnancy among female lawyers in our office (excluding Partners) in the past five years. While it is too early to measure the broader impact, the timely implementation of the top-up on maternity leave has coincided with a significant milestone, reflecting our commitment to supporting female legal professionals during pivotal moments in their personal and professional lives.

## « A faire »

**Communicate Clearly:** Ensure that all eligible employees are aware of the initiative, its benefits, and the process for accessing the top-up.

## « Ne pas faire »

**Don't Delay Payments:** Strive to process top-up payments promptly to support employees during their maternity leave without unnecessary delays.