

DADS' PARENTAL LEAVE SURVEY: RESEARCH RESULTS

Less than half (47%) believed that their workplace was supportive in encouraging fathers to take parental leave

40% of men believed that their organisation's parental leave policy wasn't equal (not offering the same amount of parental leave) for men and women.

The most important thing that organisations can do to encourage more fathers to take parental leave is to ensure a culture that encourages it (42%). A further 22% believed that organisations needed to provide better policy support for fathers.

Why this research is important

Families look very different today and we need to see more companies embracing this change and supporting working families.

What we believe

- Parental leave is about parents. Not just women.
- It's time to move the discussion from 'working mothers' to 'working parents'.
- Workplaces need to do more to promote equal access to parental leave and flexibility.
- Workplaces need to focus on creating the right culture to enable dads to take leave.

About this research

- Respondents n=508
- Survey conducted Aug-Sep 2018

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Combining a career and children has become the new normal in Australian society in only a few generations. We need to strive for equality at home and in the workplace. We believe men participating equally in parental leave will have the single biggest positive impact for women.

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Kate Pollard, Co-founder, Circle In

Key findings...

