

CIRCLE IN RETURN TO WORK RESEARCH : Parents believe workplaces need to provide more support

75% of working parents believe their employer could be doing more to support them through parental leave and when returning to work, a survey of 1,000 parents showed.

53% of the mums and dads felt their managers and leaders fail to role model support for working parents, while 41% felt the most challenging aspect of returning from parental leave was combining work and family responsibilities.

Other aspects that parents felt were challenging after returning from parental leave included feeling disconnected from their workplace (9%), a drop in confidence (10%) and no clear role to return to (11%).

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Parents form a large majority of the workforce today so it's critical that working mums and dads feel supported to pursue both their career and family aspirations. Despite an obvious gap in supporting working parents, more employers are seeing the value in implementing progressive parental initiatives, such as gender-neutral policies, championing fathers to take parental leave and equipping managers to support their direct reports.

When you support working parents, everyone benefits with greater staff retention, an engaged workforce and higher advocacy levels.

Jodi Geddes, co-founder of Circle In
circlein.com

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75% of parents believe their workplace needs to do more to support parents through parental leave and returning to work.

41% of parents feel it's the juggle of work and family life responsibilities that is the biggest challenge of being a working parent.

53% of parents feel leaders in their workplace do not role model support for working parents.

38% of employees feel their return to work experience could have been improved by better access to more flexible working options.

34% of parents rated their overall return to work experience as 'average'.

