



# PARENTAL LEAVE SURVEY



72 per cent of working parents claim companies need to do more to support employees through parental leave or when returning to work.



## WHAT MAKES A GOOD PARENTAL LEAVE EFFECTIVE?



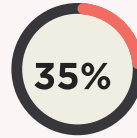
Visible support from senior leaders



Strategy and practical programs



Parental leave policy



Stay in touch programs



77 per cent of respondents believe that a parental leave policy is the most effective way to achieve Australia's female participation workforce target as opposed to other options.



Did you know that the Australian Government has a target to increase female workforce participation by 25% by 2025?

## What makes working parents most anxious when thinking about parental leave?

- 1 Impact to career and future opportunities (59%)
- 2 Juggling a family and work when returning (59%)
- 3 Loss of income (36%)
- 4 Losing confidence (20%)
- 5 Asking to work part time (29%)



1 in 2 (56%) responded that Circle In has already had a positive impact on them