

“ To what extent do you agree or disagree with the following statements? ”

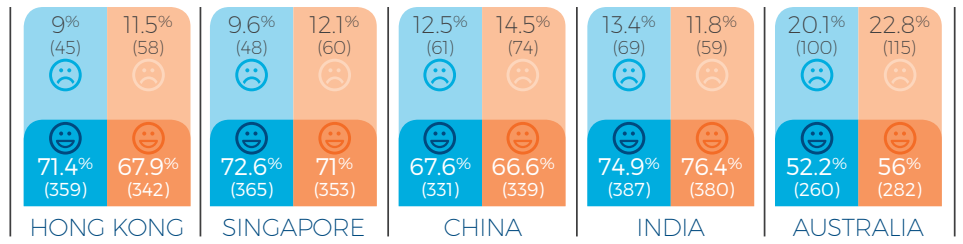
**5,030**  
Working Parents  
born between 1956-2000

including an equal split of WORKING MUMS and WORKING DADS both with dependent children under 16

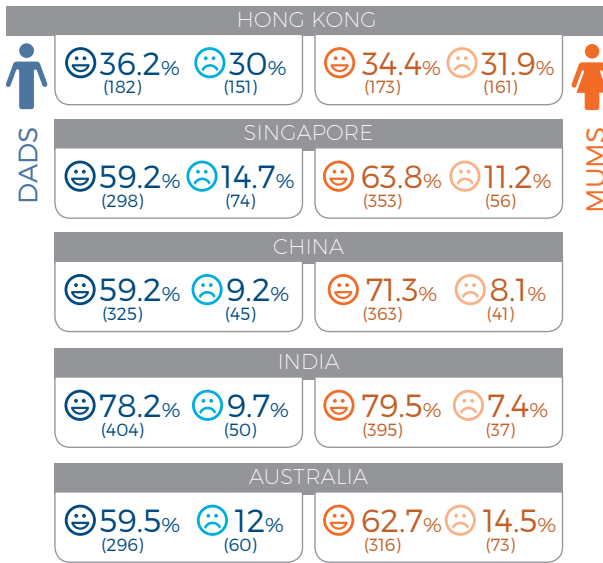


answered each of these questions with  
 😊 AGREE 😊 or  
 😞 DISAGREE 😞

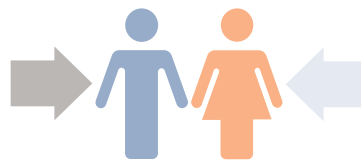
**1** Work pressures often negatively impact my ability to be the parent I'd like to be



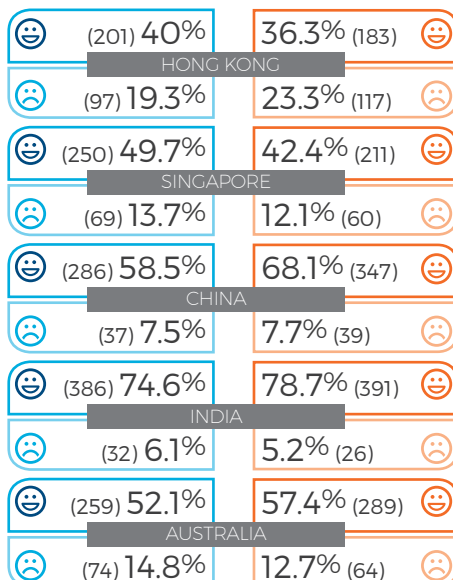
**2** My organisation has practices & policies in place to support parental leave



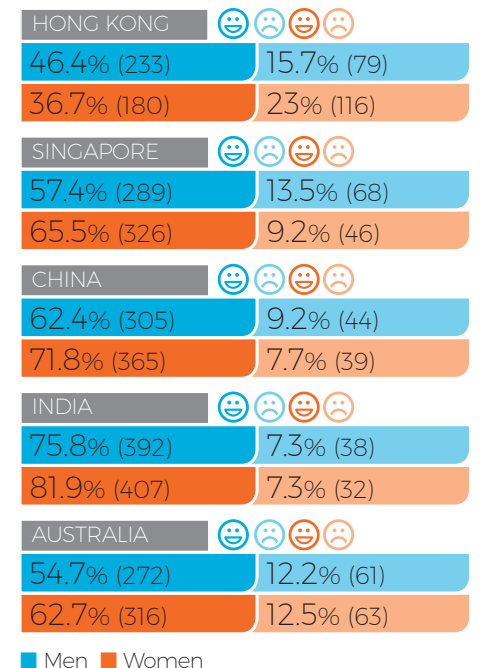
**76%**  
of Indian parents agree that their organisation has the most inclusive culture



**3** My organisation has a very inclusive culture



**4** I found it really easy to understand my company's policy on parental leave



“

To what extent do you agree or disagree with the following statements?

”

😊 AGREE 😊 or  
 😞 DISAGREE 😞

77.5%

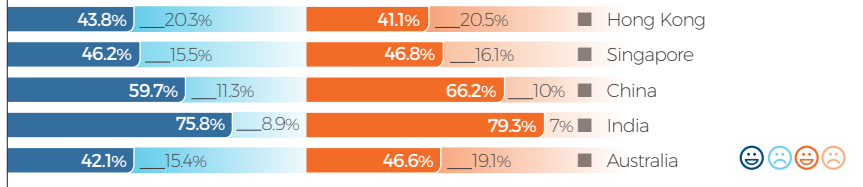
of Indian parents agree that their organisations have been the most effective with leaving and returning to work

Dads from

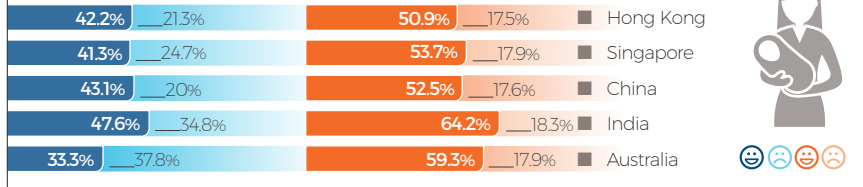
**AUSTRALIA**

are the most confident on returning to work after parental leave

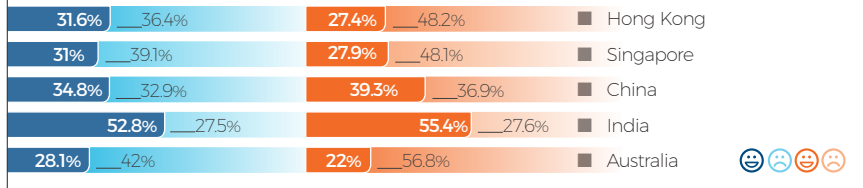
5 My line manager/HR department was really effective in helping with a smooth transition to leave and my re-integration to work



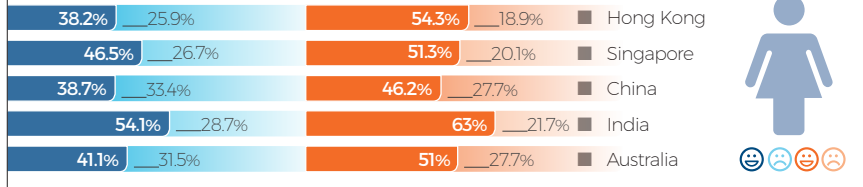
6 My career progression slowed down after having a child



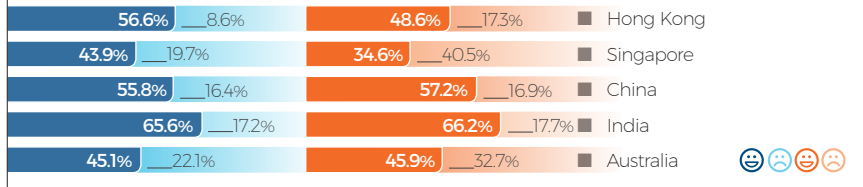
7 I wouldn't take extended maternity/paternity leave even if it was offered to me



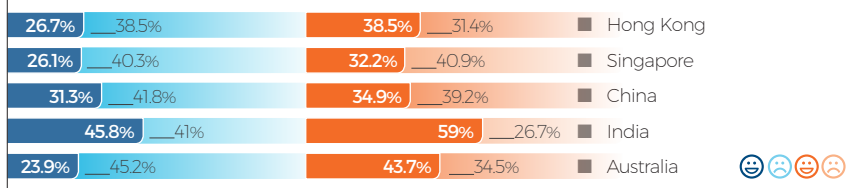
8 Since I became a parent I haven't been as ambitious and committed to my job as I used to be



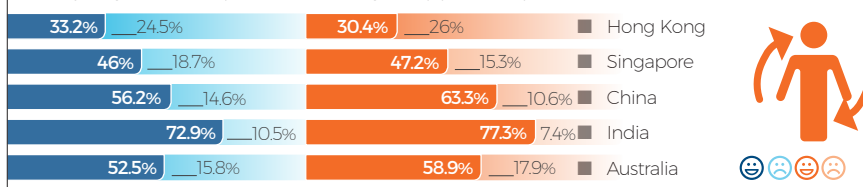
9 I took a shorter parental leave (maternity/paternity/adoption) than I would have liked to



10 I experienced a loss of confidence when returning to work after parental leave



11 My organisation provides enough support for parental leave and return to work



9 I would have valued receiving specialist coaching on managing the transition to becoming a working parent, from someone outside my organisation

