

Expecting more than a baby:

Closing the employee experience gap for working parents

This report assesses the state of working parenthood in Australia – and what really happens when life meets work.

We tackle the questions:

What are the unique challenges for working parents in Australia?

How are expectations and experiences different between genders?

What are the next generation of parents expecting from employers?

How can Australian employers provide a workplace that allows working parents to thrive?

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Executive Summary

This report assesses the state of working parenthood in Australia – and what really happens when life meets work.

48%

of respondents believe that their career has slowed down more in comparison to their colleagues without children.

In understanding and confronting the challenges faced by working parents, we show why organisations who want to attract and hold on to talent cannot expect working parents to choose between success in the home and the office. There needs to be a change in approach or organisations risk losing new and upcoming talent. **Working parents will flock to those employers who actively support them, listen and respond to their changing needs, and recognise their new-found skills.** It's not enough to keep doing what we have always done.

Researchers surveyed 8,089 working parents in the UK, the US, Switzerland, Hong Kong, Singapore, China, India and Australia

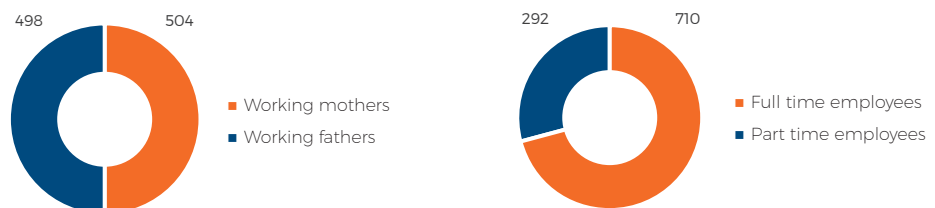
This report focuses on the respondents based in Australia.

A TEMPERATURE CHECK – GLOBALLY AND LOCALLY

Talking Talent's global research-based evidence gives employers key insights into how they can improve their talent retention. Respondents included a representative sample of 8,089 professionals across a range of ages, industry sectors, and regions including the US, UK, Europe and Asia. This report focuses on the results from our survey of 1,002 working parents in Australia.

This research highlights common points between the experiences of working mums and dads in Australia, as well as the changing attitudes among both genders towards paid parental leave and the challenges they face.

AUSTRALIAN RESPONDENTS INCLUDED:



54%

of working parents feel they are in some way failing to be the parent they want to be because of work pressures.

THE COLLECTIVE VOICE OF WORKING PARENTS IN AUSTRALIA

Here are some of the highlights of what we learned:

- **Working parents are grappling with a high mental load and challenges to their wellbeing:** 58% of respondents feel guilty that they don't spend enough time with their children
- **Equality for parental leave benefits matters:** 56% of dads would be very likely to share extended parental leave if pay and other conditions had met their needs, yet 39% believe that taking this extended leave would have/has a detrimental effect on their career

- **Parenthood is accompanied with an uplift in skills highly relevant for our rapidly-changing world:** 40% found that their resilience and ability to manage uncertainty and change had significantly increased since becoming a parent
- **There's a disconnect between policy and practice:** 2 in 5 respondents have experienced a significant gap between what their workplace says it's doing to support new parents, and the reality
- **Millennials are facing different challenges** and have different expectations of parenthood.

FORGET THE ENDLESS CONVERSATION – THIS IS A CALL TO ACTION INSTEAD!

This report seeks to create change through inspiring action.

It highlights the progress in our attitudes towards working parents, but also stresses the areas where corporate culture still needs improvement. It places the onus on employers to step up and make change.

Organisations have a huge role to play in ensuring that their employees' professional and personal lives don't have a negative impact on each other.

By debunking tired myths about theoretical losses of skills or the supposed dangers of flexible working, **this report challenges all types of organisations to do more for their working parents.**

To go beyond the typical hit-and-miss application of good policies, and be an industry-leading champion in building inclusive cultures where all working parents can thrive.

A place where dads who want to be, are empowered to take extended parental leave, where managers are up-skilled effectively to support the transition, and where **having a baby is demonstrably a career catapult and not a career killer.**



1. Don't make dads choose between parenting and their career

Australian working dads are in a crisis. **They miss seeing their kids. They fear reprisals at work. They don't take parental leave.**

58%

of working dads agree they often feel guilty that they don't spend enough time with their children.

DADS OF THIS GENERATION WANT MORE INVOLVEMENT IN THEIR CHILDREN'S CARE AND UPBRINGING THAN PREVIOUS GENERATIONS

75% of working dads agree



DISSATISFIED WITH THE AMOUNT OF PARENTAL LEAVE

46% of Women

45% of Men



A. TWO CHALLENGES

There are two main challenges here – so let's talk about them:

1. Dads fear judgment, discrimination, and bad attitude from their colleagues and employers if they take parental leave.

39% of working dads agree that those who take extended parental leave find it has a detrimental effect on their career.

And 43% of working dads say that fathers who take extended parental leave experience unfavourable comments, discrimination, or judgment.

2. Dads are generally not entitled to the same paid parental leave benefits as women, and these financial constraints matter.

56% of dads would be very likely to share extended parental leave if pay and other conditions had met their needs.

It's not equal. When working fathers don't receive the same financial benefits to stay home, it is left by default, to working mothers to take the unfair lion's share of juggling the impossible quest for balance between work and home.

So, don't forget the Dads. Not only does this expose the underlying attitudes that women have had to contend with for years, but, more importantly, **gender equality shouldn't mean that being a working parent has to be as hard for men as it has in the past for women.**



B. ONE SOLUTION

Equal entitlements. It matters.

3 in 4 respondents indicated that providing equal support and benefits to mothers and fathers was crucial in encouraging women back to work after maternity leave. Offering dads equal benefits has huge ripple effects for gender diversity.

Strategic-thinking organisations need to be proactive about promoting paid parental leave and offering equal paid entitlements to both mums and dads.

It encourages shared parental responsibility – empowering the non-primary carer to work more flexibly and creating space for the primary carer to return to their career.

This means greater employee engagement and is a significant contributor to improving gender equality and, ultimately, closing the gender pay gap.

Since we know that sharing responsibilities is key to shaping a better future for all working parents – as well as key to retaining and progressing more women – organisations need to encourage men and women to view paid parental leave in a more positive light.

C. CAN WE ASK YOU TO TAKE LEAVE?

How can employers make paid parental leave more appealing? How can employers support working parents to take leave, knowing that they will be supported on their return?

Too often, beyond a congratulatory handshake, **we forget to include working fathers in the conversation at all.**



ACTION:

EMPLOYERS – TAKE CHARGE! Employers who are aware of these challenges will recognise that **offering equal paid parental leave benefits means greater engagement with their employees of both genders.** Doing this takes the pressure off working mothers and, in turn, promotes gender equality and contributes to closing the gender pay gap.

Positive shifts in the workplace don't just have to benefit mothers – fathers need to be included too. We need to avoid the same mistakes that prevented working mothers from advancing in their career.

The best organisations will recognise that they need to address men's fears about taking paid parental leave, promote the availability of paid parental leave from within the company and provide targeted support to enable men to make use of these benefits.

65%

of parents agreed that paid parental leave sets couples up to share responsibilities more equally in future.

With the right support, the relationship between parenthood and professional success doesn't have to be the struggle it is today.

2. The baby brain fallacy

Parenthood actually makes you better at your job.

48%

of working parents reported an **increase** in time management and personal organisation skills.

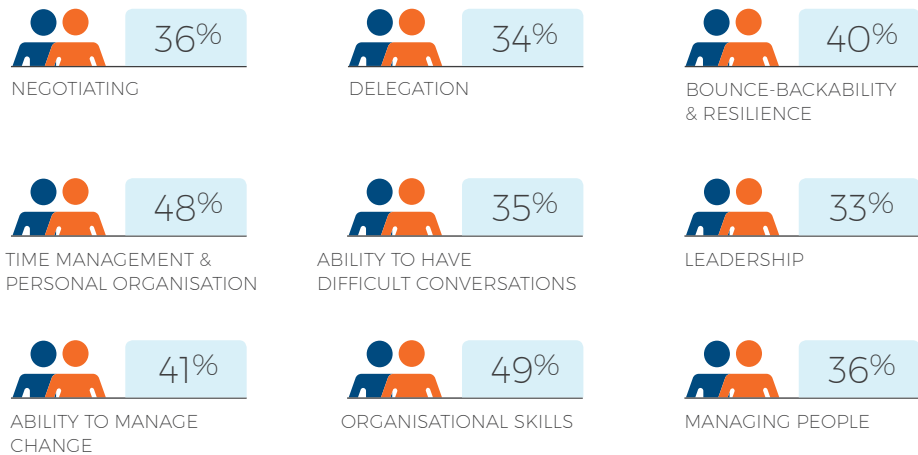
We hear a lot about the challenges that working parents face. But let's not get distracted from the skills that parents naturally develop that can positively contribute to the workplace. When we acknowledge these changes and make the most of them in our workplaces, everyone benefits.

A. SKILLS BOOST AND IMPROVEMENT IN ABILITIES

Most parents hope that all their multitasking, planning and negotiating must have some positive transferability at work. Until now, though, this has been hard to measure.

Our survey shows that this theory rings true: **parenthood does improve performance in multiple aspects of working life.**

% OF RESPONDENTS WHO FOUND THAT THESE SKILLS INCREASED AFTER PARENTHOOD



B. CONFIDENCE

Let's get specific here and talk about the difference that working mothers and working fathers face.

35%

of women reported an **increase** in confidence. This is compared to 30% of men.

For mothers, the story around motherhood enhancing work performance is more complicated, but there are still more positives than we have been led to expect.

We found that some individuals self-reported a decrease in self-belief and confidence with 29% of mothers experiencing a loss of confidence as a result of being a working parent. This is compared to 13% of men.

However, 35% of women reported an **increase** in confidence. This is compared to 30% of men.

C. KEEP CALM AND CARRY ON

Our world is changing. Our technology is changing. Our families, workplaces, lifestyles are all changing.

Resilience and the ability to **manage change** are assets that are becoming increasingly valuable to employers. Our participants found a marked increase in their skill level across both areas as a result of their parental transition.

D. CHATTING AT THE SCHOOL GATES MATTERS TOO

Traditionally, working mothers in particular have been quick to dismiss the increased **networking** capital that comes with balancing home life and professional life. It's time to change the conversation, both figuratively and practically.

Over a quarter of parents think that their networking capabilities actually increased on becoming a working parent. When we broke this down, we found that 28% of parents employed full-time experienced an increase in networking; compared to 21% of parents employed part-time.

It's time we changed the way we think about networking – **there are so many powerful ways to build our networks outside of the archaic after-work drinks model.**

ACTION:

EMPLOYERS – MEASURE AND CAPITALISE

Do your working parents receive the same or better performance ratings after they return from parental leave?

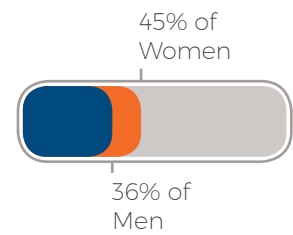
Do their career trajectories remain on track?

Are your managers properly supported and trained to capitalise on your working parents' increased capabilities and confidence?

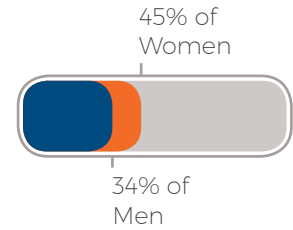
We now have conclusive evidence that many working parents experience a significant positive shift in their capability and confidence after becoming parents. Employers need to capitalise on these newly-found skills in their employees and harness this firepower.



MANAGING CHANGE BETTER SINCE BECOMING A PARENT



INCREASE IN RESILIENCE AND BOUNCEBACKABILITY



Sometimes the informal conversations that happen around the school gates can be some of the best networking connections out there.

3. Mind the gap: Policy vs Reality

Words show what an organisation wants to be. Action and follow-through show what it really is.

42%

have experienced a significant gap between what their workplace say it's doing and the reality.

A. WHAT'S ON OFFER?

We dug deeper to find out what Australian employers really offer working parents:

- 2 in 5 (42%) respondents agree that they experience / have experienced a significant gap between what their workplace says it's doing to support new parents, and the reality
- Only 43% of parents felt that their organisation has policies and practices in place to support parental leave
- 44% did not agree that their organisation provided enough support for parental leave and the return to work.

Do your employees know what they're entitled to?

Even when policies are in place, they lack any impact if employees cannot access them (or understand them).

In the Australian workplace, we found that **less than 60% of parents found it really easy to understand their company's policy on parental leave.**

Let's not disregard the impact of this issue: no amount of workplace support is useful if employees don't know how to access it.

Organisations need to ensure that their policies are sufficiently clear for everyone.



ACTION:

EMPLOYERS TAKE CHARGE! Know what your employees are entitled to. Offer it to them. **Make it clear, simple, and easy to access. Make it work.**

B. ARE BENEFITS FIT FOR PURPOSE?

Finding and financing the right childcare remains a key challenge for working parents in Australia. 40% identified childcare costs as one of their biggest challenges with 36% identifying managing childcare when carers or children are sick.

2 in 3 believe that availability and cost of childcare is the main barrier for mothers to return to work.



ACTION:

EMPLOYERS TAKE CHARGE! Survey your working parents to find out which benefits they value and prioritise those. Offer innovative solutions to ease the childcare burden, such as sufficient flexibility and agile working capabilities, childcare selection support and employer-funded emergency childcare.

2 in 3 believe that availability and cost of childcare is the main barrier for mothers to return to work.

C. LET US HELP YOU

The commitment to supporting working parents needs to be visible and consistent in every area of the organisation.

Overall, less than half (44%) of parents found that their line manager or HR department was really effective in helping with a smooth transition to parental leave and re-entering the workforce.

80% of working mothers and 65% of working fathers agree that to encourage women back after maternity leave, organisations need to educate their managers to offer better support and understand the commercial benefits of retaining working parents.

It is clear that managers need to improve in this aspect of their job – and they need support to be able to do that well.



ACTION:

EMPLOYERS TAKE CHARGE! Upskill your line managers to provide tailored support for their individuals as they leave and re-enter the workforce. **Manager coaching is crucial, as it is manager behaviour which translates a well-meaning policy into action and reality.**

D. CAREER SLOWDOWN

Look out: 46% of respondents found that their career progression slowed down after having a child compared to their colleagues without children.

Let's compare women and men: 58% of women, compared to 39% of men, feel that their career has slowed down in comparison to their colleagues without children, with 1 in 4 women strongly agreeing.

This simply shouldn't be the case: organisations now have so many options when it comes to supporting working parents.

And yet, with each successive generation, the problem is getting worse.

Only 15% of 45-54 year-olds strongly agreed that work pressures affect their ability to be the parent they'd like to be. This is in comparison to 20% of 25-34 year-olds who face this challenge.

Employers need to provide better support, better coaching, and better resources to their working parents to prevent this slowdown.



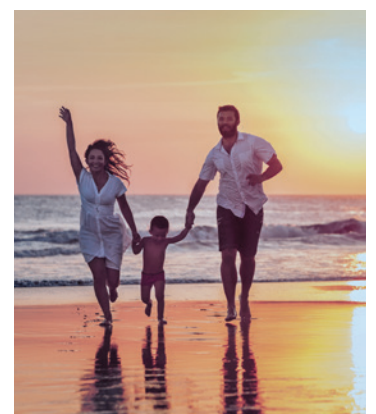
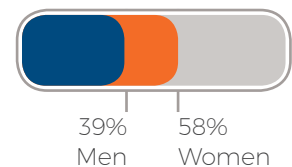
ACTION:

Employers take charge! **Build a comprehensive support system which allows follow through on policies.** This is the only way to demonstrate that organisations value their employees, that they value gender equality, and that they are not just about lip service – THEY MEAN WHAT THEY SAY.

Employees need support that suits their particular needs; plus, if they see their employers are delivering what was promised, they will have more reason to feel confident and valued in their workplace, which comes with all the implied commercial benefits of a fully-engaged workforce.

The commitment to supporting working parents needs to be visible and consistent in every area of the organisation.

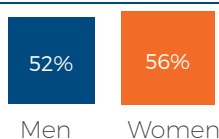
CAREER SLOWDOWN SINCE BECOMING A PARENT



4. Perfect parent vs perfect professional: A mental health time bomb

Almost 1 in 2 parents said that spending enough quality time with their child(ren) is a challenge they experience or have experienced as a working parent.

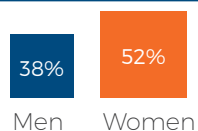
WORK PRESSURES AFFECT PARENTING



More than 2 in 3 say that work pressures frequently diminish their ability to be the parent they'd like to be.

The pressure Australian working parents face to be the perfect parent and the perfect professional means that **something has to give**.

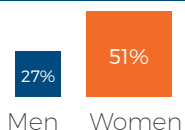
SLEEP DEPRIVATION



A. THE BALANCING ACT

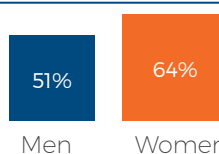
Striving towards a dual perfect impossibility damages home and work life, risking both mental and physical health. Many parents feel compelled to choose, or compromise, which is perhaps why almost half (46%) of working parents agreed that since they became a parent, they have been less ambitious and committed to their jobs.

NOT FEELING GOOD ENOUGH



This lack of engagement is an urgent call to employers: making it abundantly clear that maintaining a positive employee experience, and providing support through the transition into working parenthood, is paramount to a productive workplace.

WORKING PARENT GUILT

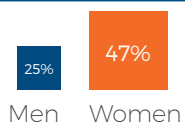


B. IT'S HARDER FOR WOMEN.

Comparatively, women experience much more of the emotional turmoil and mental anguish than men.

We made the case earlier in this report for the importance of offering equal benefits, with 65% of our respondents agreeing that sharing parental leave sets couples up to share responsibilities more equally in future.

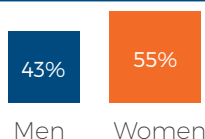
MANAGING EMERGENCY CHILDCARE



C THE LIFE CHANGING MAGIC OF BEING "GOOD ENOUGH"

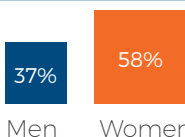
Well over half of parents said they often feel guilty that they don't spend enough time with their children, with 1 in 5 strongly agreeing.

ENOUGH 'QUALITY TIME' WITH CHILDREN



Until we stop aspiring to be perfect in both our parenting and our professional life, and we commit to being 'good enough' — or, more healthily, our personal best — we'll always feel obliged to choose one over the other, and so the guilt cycle continues.

NOT ENOUGH DOWNTIME FOR MYSELF



And this guilt affects productivity and employee satisfaction.

Organisations have a role to play here by making the role of 'the working parent' seem like less of a binary choice.



ACTION:

EMPLOYERS – ELEVATE WELLBEING AS A PRIORITY FOR INDIVIDUALS AND MANAGERS

Balance isn't just about where working parents spend their time. It's about whether they are made to feel that they should be spending it elsewhere, **or whether they are exactly where they need to be.**

Actively support your working parents in establishing working practices and developing networks that support their wellbeing. Ensure your employees have an extended support network including an objective coach, a skilled mentor, an informed manager and a proactive HR team.

D. BEND. BE FLEXIBLE

Flexible working conditions. It's the **only** way forward.

A staggering 60% of parents want flexible working hours; with more than 42% seeking ad hoc flexibility to attend events with their children.

Being open to flexible working practices is, as our research shows, only part of the picture.

Real-life practices and workplace culture around flexible, agile and part-time working remains critical to parental engagement and retention.

E. DON'T PUNISH THE PART-TIMERS

Policies in the workplace need to actually work. It's about walking the walk – and talking the talk.

40% experienced a loss of confidence after returning to work from parental leave compared to 31% of full-time workers

Almost a quarter (24%) of part-time respondents found that feeling like you are being a good parent was the greatest challenge when they first returned to work after having their most recent child, whereas only 18% of full-time respondents said this.



ACTION:

EMPLOYERS – ENSURE GOOD INTENTIONS WORK IN PRACTICE!

Comprehensive flexible work policies and the willingness to offer part-time arrangements are not always matched by the reality of making it work.

As well as putting clear policies in place, employers need to think about how they frame flexible working practices. **Organisations need to support the mental load, and help both employees and their managers shift successfully into their new part-time working practices.**

60%

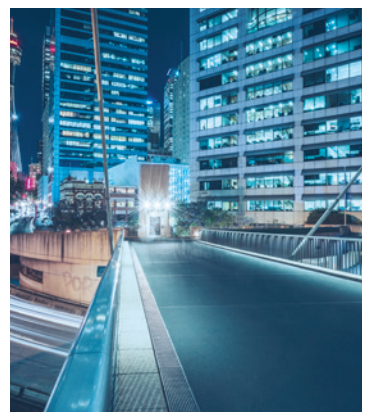
of parents want flexible working hours; with more than 42% seeking ad hoc flexibility to attend events with their children.

CAREER SLOWDOWN EXPERIENCED SINCE BECOMING A PARENT



2 in 5
full-time
workers

3 in 5
part-time
workers



5. Younger parents demand change

Younger parents are less torn than their predecessors when it comes to the double duties involved in being a working parent. Or, to put it differently, they seem less willing to absorb in silence the sacrifices that were once believed necessary.

71%
of respondents aged 25-34 agree that shared parental leave sets couples up well for more equal sharing of parental responsibilities in the future years. In contrast to only **50%** of the 45-54 year old age group.

A. WORK PRESSURES

1 in 5 respondents aged 25-34 strongly agreed with the statement that work pressures have negatively impacted their ability to be the parent they'd like to be, whereas only 15% of 45-54 respondents feel the same way.

25% of respondents in the 25-34 year-old age group found that being present at their child's first experiences and/or significant milestones was the greatest challenge when they first returned to work after having their most recent child. This is compared to just 14% of respondents in the 55-62 age group.

Our priorities have changed and organisations need to pay attention if they're going to be ahead of the curve and in a position where they're able to play to the strengths of their employees.

B. FLEXIBILITY MATTERS

41% of our respondents in the 45-54 year old age group indicated that they had never made or wanted to make a flexible work request; this is in comparison to just 10% of our 18-24 year old respondents and 30% of our 25-34 year age group.

The upcoming working parent generations not only want but expect flexibility to support them in navigating their professional and personal lives.



C. KEEPING UP

24/7 technology and connectivity demands mean it's increasingly hard to keep up: from industry updates and client demands, to workplace changes and policy updates.

30% of 18-24 year-olds rated being on top of industry trends as one of their three greatest challenges compared with 6.7% of 25-34 year-olds and 4.4% of 35-44 year-olds.

The fast pace of change in the workplace today means that a lot can change in 6 months whilst on leave, compared to the different pace experienced by previous generations.

And expectations to keep up with industry trends means constant connectivity. And the inability to switch off and be present with your family.

D. SETTING BOUNDARIES: SWITCHING ON OR SWITCHING OFF

Challenges of setting boundaries between home and work will only increase in the future, as technology evolves, and organisations need to be prepared for that.

It's no coincidence that attitudes to the challenge of setting boundaries between home and work have changed so dramatically.

This is in part because younger working parents are more likely to be digital natives, making drawing firm boundaries between work and home a (difficult) matter of necessity if 24 hour work days are to be avoided.

ACTION:

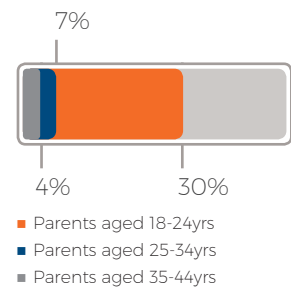
ADDRESS CHANGING PRIORITIES OR RISK LOSING THE COMPETITION FOR MILLENNIAL TALENT

Millennial parents have different values and are facing different challenges. The skills and support that would help the career progression of a millennial working parent are different to those that would have helped the previous generation.

The old ways aren't going to work anymore, and if organisations don't acknowledge these generational differences in values and skills, they risk wasting or losing their brightest talent.



BEING ON TOP OF INDUSTRY TRENDS IS ONE OF THREE GREATEST CHALLENGES



How do we compare to the rest of the world?

Working parents face pretty similar challenges the world over.

50%
of our global respondents and

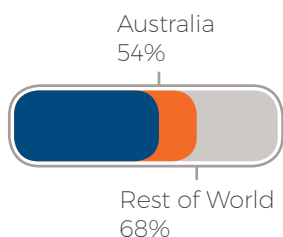
45%
of Australians felt their career progression slowed after having a child.

TOP 5 HOME/WORK CHALLENGES SINCE BECOMING A WORKING PARENT

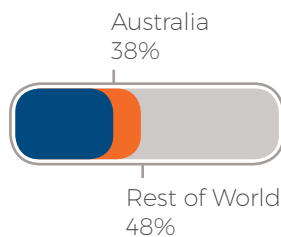
AUSTRALIA	REST OF THE WORLD
1. Spending enough quality time with children	1. Spending enough quality time with children
2. Not having enough downtime	2. Sleep deprivation
3. Sleep deprivation	3. Not having enough downtime
4. Finding time for exercise	4. Finding time for exercise
5. Childcare costs	5. Managing childcare when carer or child is ill

WE'RE FARING WELL IN SOME AREAS:

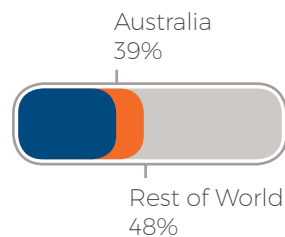
WORK PRESSURES IMPACT MY ABILITY TO BE THE PARENT I'D LIKE TO BE



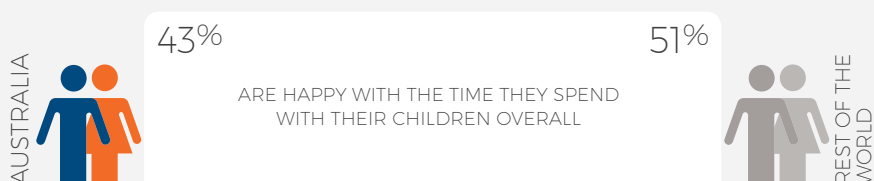
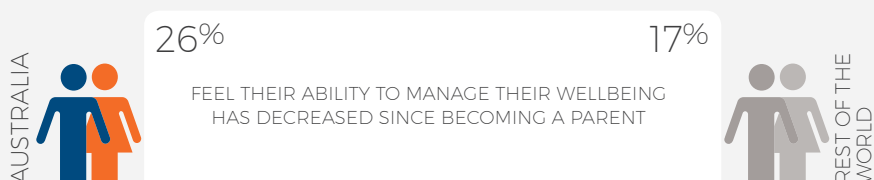
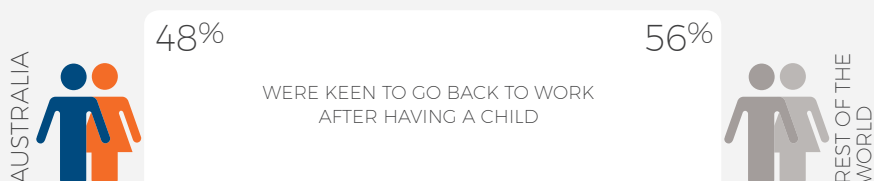
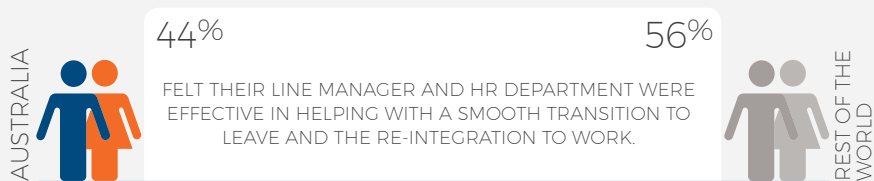
I FIND IT DIFFICULT/ CHALLENGING TO KEEP AN INTERESTING JOB ROLE WHILE BEING A PARENT



I THINK FATHERS WHO TAKE EXTENDED PARENTAL LEAVE FIND IT HAS A DETRIMENTAL EFFECT ON THEIR CAREER



AND WE CAN DO BETTER...



ACTION:

WE CAN DO BETTER AUSTRALIA!

In our work globally, we see employers offering more for their working parents, including initiatives such as:

- Emergency childcare benefits to ease the childcare burden
- Holistic, tailored coaching programs for working parents from pre-leave and up to 18 months after their return, equipping them with tools to manage their wellbeing and accelerate career progression
- Targeted coaching programs for managers to better support their individuals through the parental transition and prompt organisation-wide systemic change
- Equal parental leave benefits offered to all employees, irrespective of gender
- Measurement and accountability for leadership teams and managers regarding the career progression of individuals before and after parental leave.

What do we do now?

Employers, it's time to step up.

By taking strategic, significant action now, organisations will create future workplace cultures which will defy the view that balancing work and parenthood will remain just as hard for the next generation.

Being a working parent will always be a balancing act. The organisations who win the long-term war for talent will be those who not only get that new parents are starting to weigh their priorities very differently to those who came before them, but act on this difference to put their business ahead of the curve.

HERE ARE 5 KEY RECOMMENDATIONS:

1. DON'T FORGET THE DADS



Yes, we need to better support working mothers. But that doesn't mean we forget the Dads.

This includes addressing all aspects of paternal inclusion, from enhanced paternity and paid parental leave payment policies, to

cultural norms about men taking career breaks, and wellbeing support as their work and home responsibilities and stress levels expand.

2. CAPITALISE ON PARENTHOOD'S ENHANCEMENT OF PROFESSIONAL SKILLS

Measure the career trajectory of your employees before and after parenthood to identify any systematic biases that may be in existence. Acknowledge and make the most of the unique skill set that your employees have gained from becoming a parent. Celebrate and showcase working parents with unique working patterns to encourage innovative practices that serve both management and employees.



Parenthood, for all its knocks and adjustment challenges, provides employees with an invaluable boost to essential transferable skills.

3. IMPROVE MANAGER ACCOUNTABILITY AND CAPABILITIES

Take a long, hard look at what policies are in place and how they ACTUALLY translate in practice, and then assess whether the employee experience truly matches up.



Provide managers and senior leadership teams with the necessary training and support to create the workplace culture that parents need. Working parents are a population with unique capabilities, skills and challenges. Being supported by a manager who is aware of these unique challenges and opportunities, as well as their own biases, makes all the difference.

4. BEWARE THE MENTAL HEALTH TIME BOMB OF PRESSURISED PARENTS SEEKING PERFECTION

It doesn't have to be this hard. It's time we said STOP to the role of the working parent as being about compromise, guilt and distracted employees.

Organisations need to improve their flexible working practices, ensuring that policy aspirations are reflected in reality, and that reduced hours roles have deliverables, not just time cut from them.

They also have a role to play in supporting and educating working parents to better manage their own wellbeing, and move away from the perfection ideal that it is unattainable, and ultimately, unhealthy.

Organisations need to ensure that policy aspirations are reflected in reality.

5. RESPOND DIFFERENTLY TO THE PRIORITIES OF MILLENNIAL & GENERATION Z WORKING PARENTS

Younger working parents have different expectations. And different priorities. These working parents are shifting towards increased shared parenting responsibilities at work and at home.

Organisations that want to retain talent need to be ready for this, by ensuring that their formal schemes (such as paid parental leave) and any informal policies (such as what really constitutes 'career commitment' in the workplace) match the expectations and needs of their future workforce.

This report challenges all of us, at organisational, line management and individual working parent level, to take stock of what we are doing, how well it is truly working, and whether we are going far enough.

Talking Talent's 14 years' experience leading global best practice support for the transition to working parenthood uniquely positions us to answer the principle question that comes out of this report – WHAT, specifically, to do to address its conclusions? We welcome further conversation with you to understand your needs and share specific solutions.

Primary care givers in Australia may be eligible for **18 weeks paid maternity leave**.

Non primary care givers in Australia may be eligible for **2 weeks paid leave**.



AUSTRALIA HEAD OFFICE
T +61 414 647 529

ASIA PACIFIC HEAD OFFICE
T +852 9301 7205


UK HEAD OFFICE
T +44 (0) 1491 821 850

US HEAD OFFICE
T +1 212 612 3329

 info@talking-talent.com

 www.talking-talent.com

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