

# Parental Leave Equality

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## COVID-19 MAGNIFIES THE NEED FOR PARENTAL LEAVE EQUALITY

Last year ING launched an industry-leading paid parental leave scheme, becoming the first bank in the country to give both parents equal access to 14 weeks paid leave and removing 'primary' and 'secondary' labels in the process.

Since the policy came into effect in September 2019, the number of ING fathers taking more than two weeks parental leave has increased fourfold.

One year on, this report explores how the COVID-19 pandemic has heightened the challenges Aussie parents face.



# WE SPOKE TO 405 AUSTRALIAN PARENTS THAT HAD BEEN ON PARENTAL LEAVE DURING THE COVID-19 PANDEMIC (MARCH TO AUGUST 2020)

## SAMPLE PROFILE

### PARENTAL LEAVE TYPE

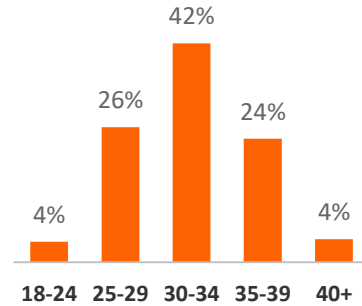
**68%**

*Paid  
(at some point  
between Mar'20 -  
Aug'20)*

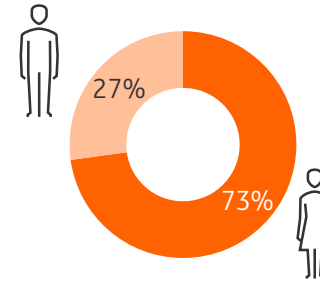
**32%**

*Took only unpaid  
parental leave*

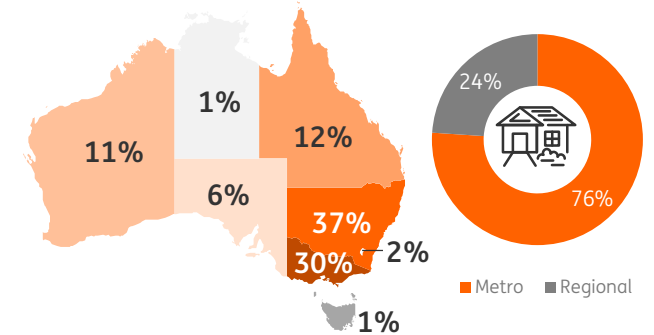
### AGE



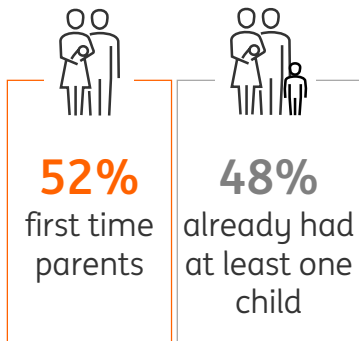
### GENDER



### LOCATION



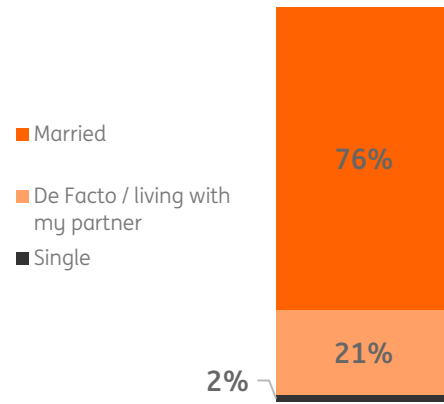
### CHILDREN IN HOUSEHOLD



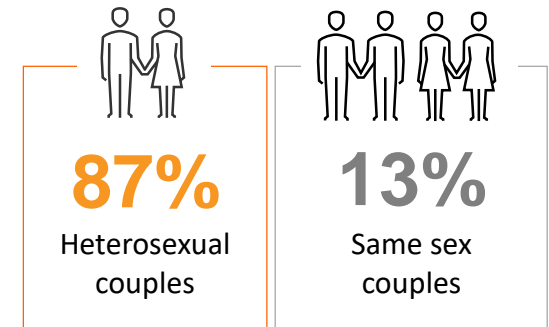
**1.7**

children per household on average

### RELATIONSHIP STATUS



### RELATIONSHIP TYPE



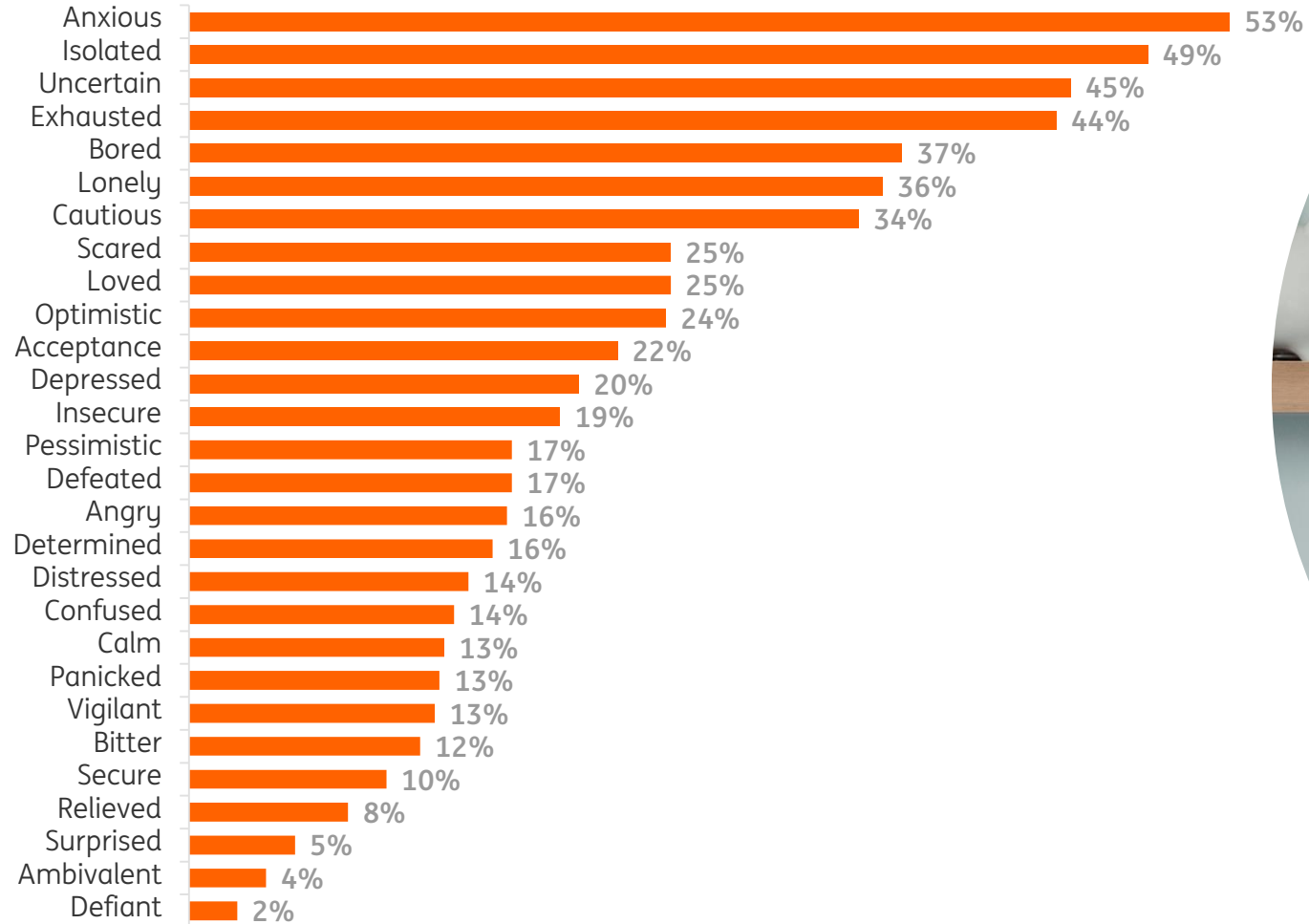
SECTION 2

# CHALLENGES FACED WHILE ON PARENTAL LEAVE DURING COVID-19



# PARENTS ON LEAVE ARE FEELING ANXIOUS, ISOLATED, UNCERTAIN AND EXHAUSTED

## EFFECT OF COVID-19 OF FEELINGS ON PARENTAL LEAVE



WHEN ONLY ONE PARENT HAS TAKEN LEAVE, THEY ARE MORE LIKELY TO FEEL ISOLATED, EXHAUSTED, UNCERTAIN, BORED AND LONELY

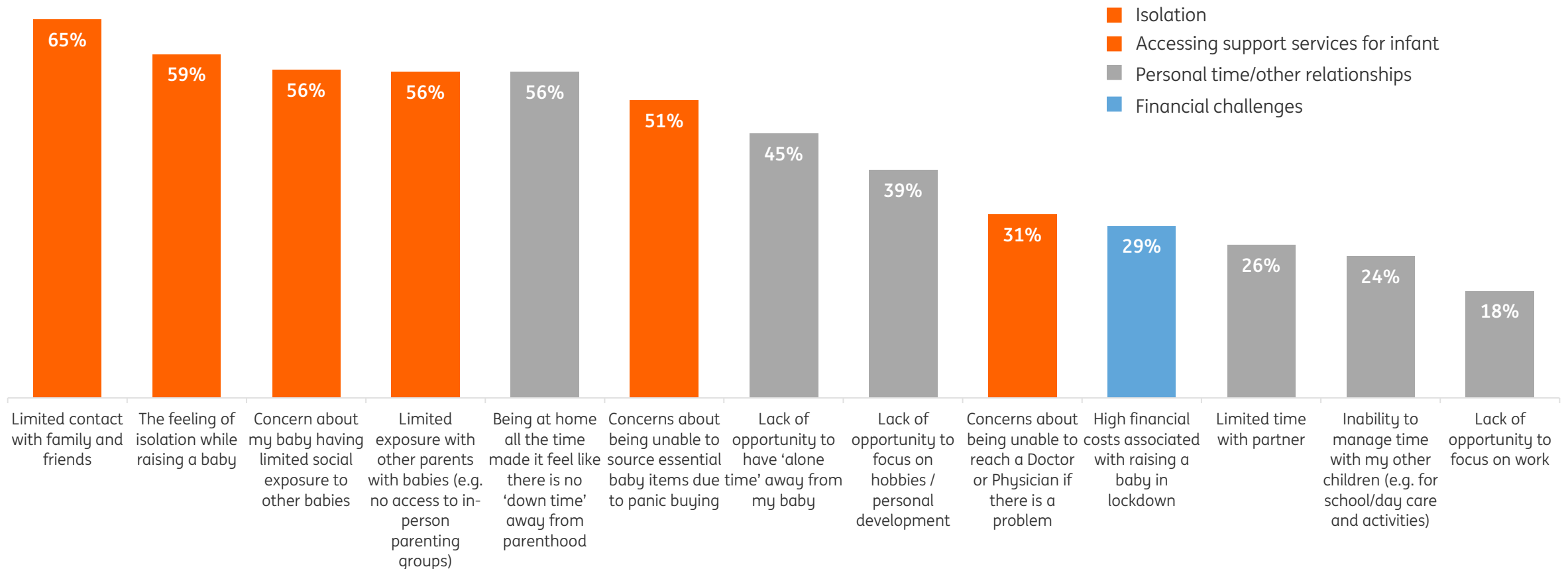


EFFECT OF COVID-19 ON FEELINGS ON PARENTAL LEAVE:

	ONE PARENT HAS TAKEN LEAVE	BOTH PARENTS HAVE TAKEN LEAVE
Isolated	58%	40%
Exhausted	55%	35%
Uncertain	54%	37%
Bored	48%	26%
Lonely	46%	26%
Depressed	27%	13%
Defeated	23%	11%
Distressed	19%	10%
Confused	19%	8%

# THE BIGGEST CHALLENGE PARENTS FACE WHILE ON PARENTAL LEAVE DURING THE PANDEMIC IS ISOLATION FROM LOVED ONES OR SUPPORT NETWORKS

CHALLENGES FACED WHILE ON PARENTAL LEAVE DURING COVID-19:





# DURING COVID-19 FIRST TIME PARENTS ARE MORE LIKELY TO WORRY ABOUT THEIR CHILD LACKING EXPOSURE TO OTHER BABIES

CHALLENGES FACED WHILE ON PARENTAL LEAVE DURING COVID-19:

## FIRST TIME PARENTS

64%

feel concerned about their babies having limited social exposure to other babies (compared to 47% of parents who already had at least one child).

61%

feel concerned about limited exposure to other parents with babies (compared to 50% of parents who already had at least one child).



# MUMS ARE MORE LIKELY TO FEEL CHALLENGED BY ISOLATION, LITTLE DOWNTIME AND BEING ABLE TO ACCESS ESSENTIAL BABY ITEMS



**DADS FEEL MORE CHALLENGED BY THE FINANCIAL COST OF RAISING A BABY IN LOCKDOWN AND A LACK OF OPPORTUNITY TO FOCUS ON WORK**

## CHALLENGES FACED WHILE ON PARENTAL LEAVE DURING COVID-19:

	MUMS	DADS
Limited contact with family and friends	73%	44%
The feeling of isolation while raising a baby	64%	45%
Concern about my baby having limited social exposure to other babies	60%	45%
Limited exposure with other parents with babies	64%	34%
Being at home all the time made it feel like there is no 'down time' away from parenthood	63%	37%
Concerns about being unable to source essential baby items due to panic buying	55%	39%
Lack of opportunity to have 'alone time' away from my baby	50%	32%
High financial costs associated with raising a baby in lockdown	26%	37%
Lack of opportunity to focus on work	14%	29%

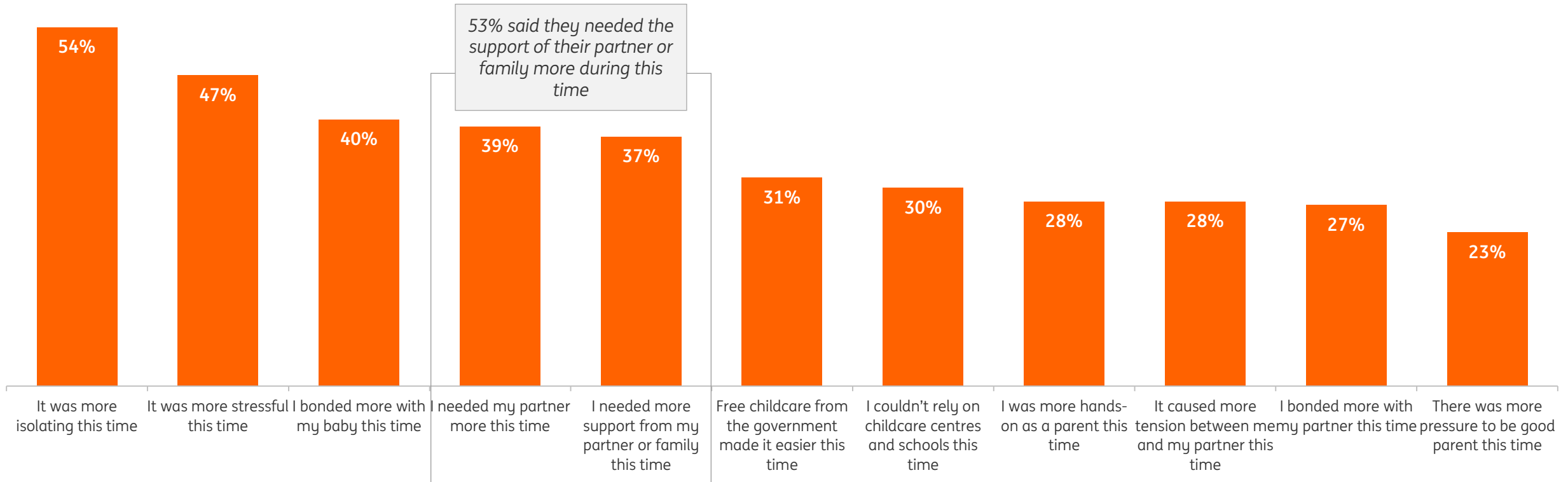
SECTION 3

# PARENTING DURING COVID-19



# FOR PARENTS WHO ALREADY HAD CHILDREN BEFORE COVID-19, HALF OF THEM FOUND IT MORE ISOLATING AND STRESSFUL THIS TIME AROUND

PARENTING DURING COVID-19 - PARENTS WHO ALREADY HAD AT LEAST ONE CHILD BEFORE COVID-19



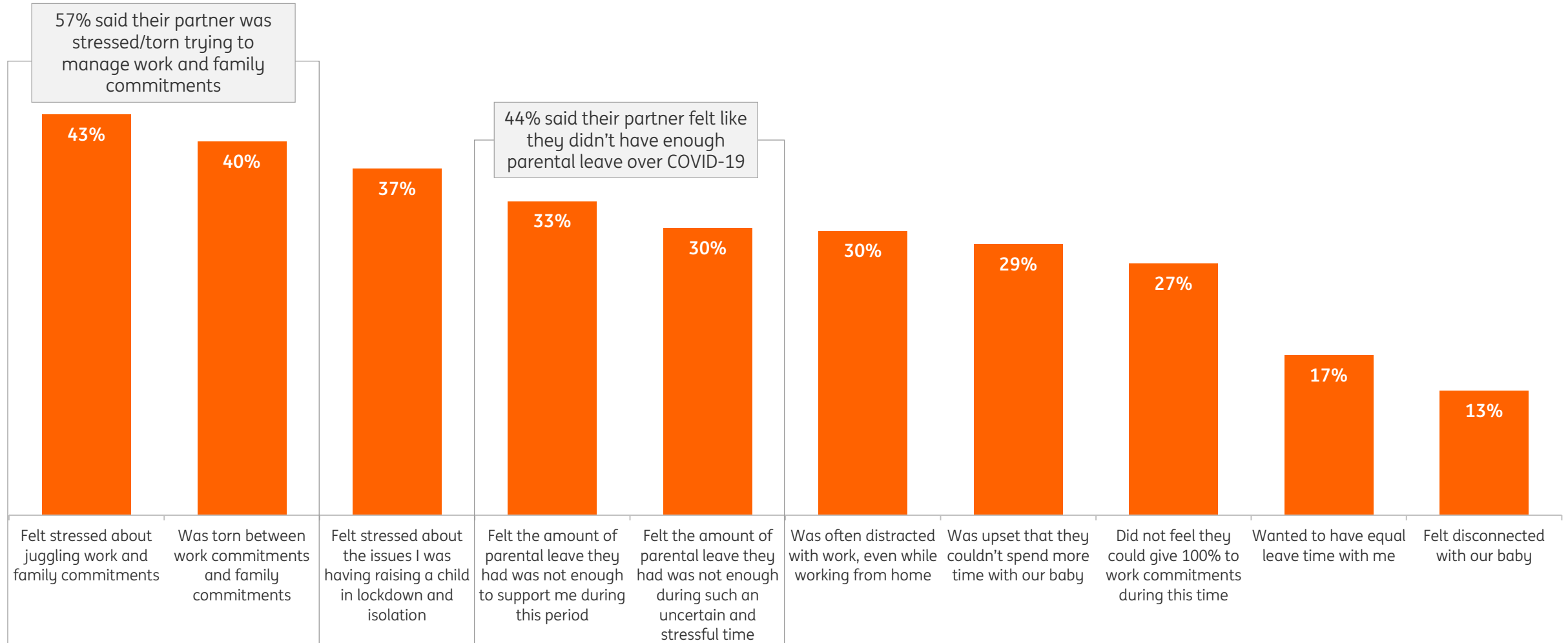
SECTION 4

# CHALLENGES FACED BY PARTNERS DURING COVID-19



# THE GREATEST CHALLENGE FOR PARTNERS DURING COVID-19 IS JUGGLING WORK AND FAMILY

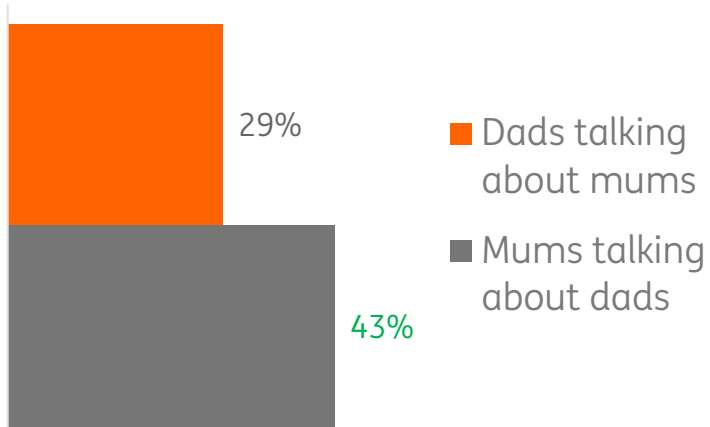
## CHALLENGES FACED BY PARTNER



# MUMS ACKNOWLEDGE THAT DADS ARE MORE LIKELY TO FEEL TORN BETWEEN WORK AND FAMILY DURING COVID-19

## CHALLENGES FACED BY PARTNER

My partner was torn between work commitments and family commitments



SECTION 5

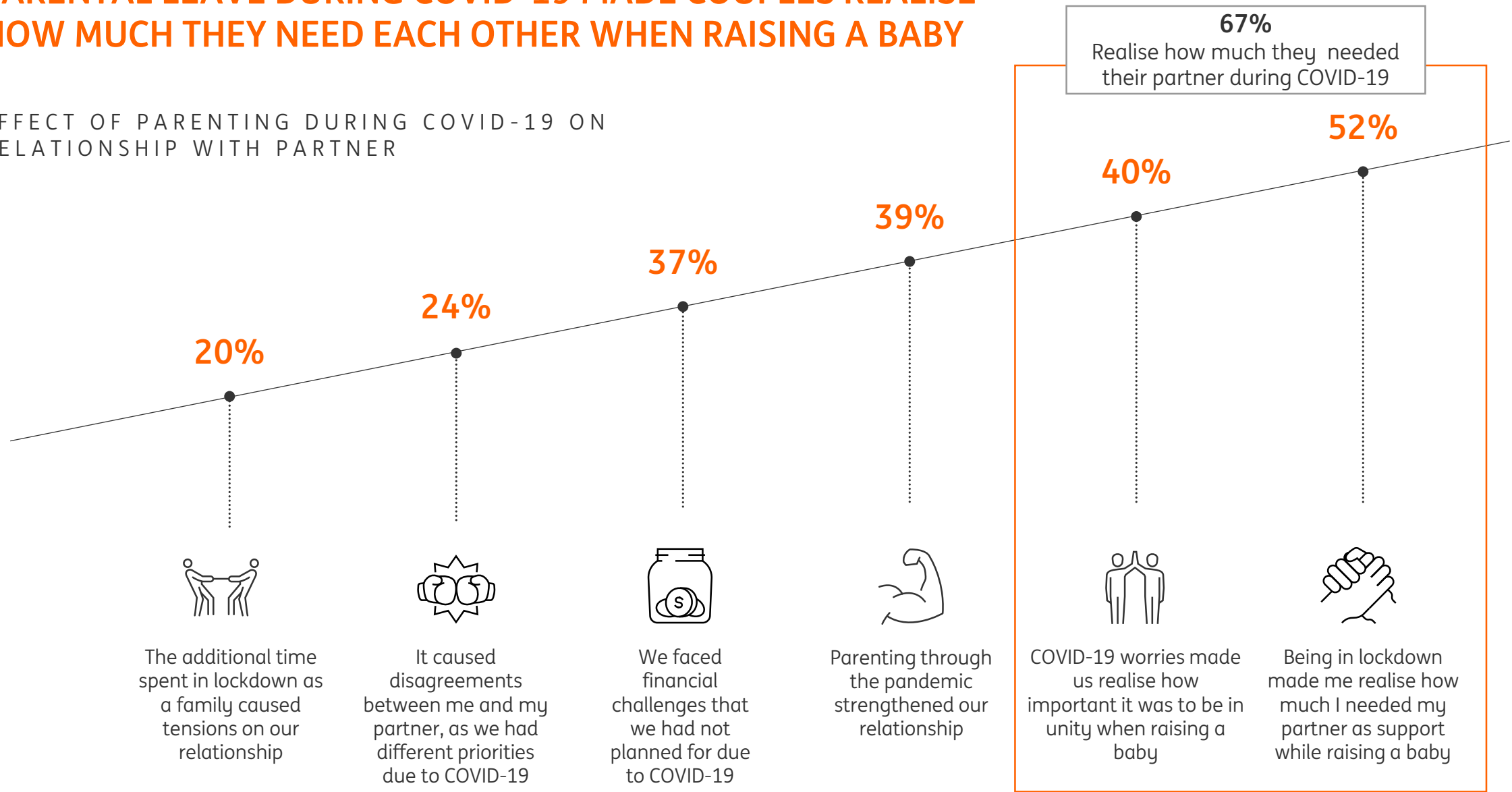
# EFFECT OF PARENTING DURING THE PANDEMIC ON RELATIONSHIPS





# PARENTAL LEAVE DURING COVID-19 MADE COUPLES REALISE HOW MUCH THEY NEED EACH OTHER WHEN RAISING A BABY

EFFECT OF PARENTING DURING COVID-19 ON RELATIONSHIP WITH PARTNER

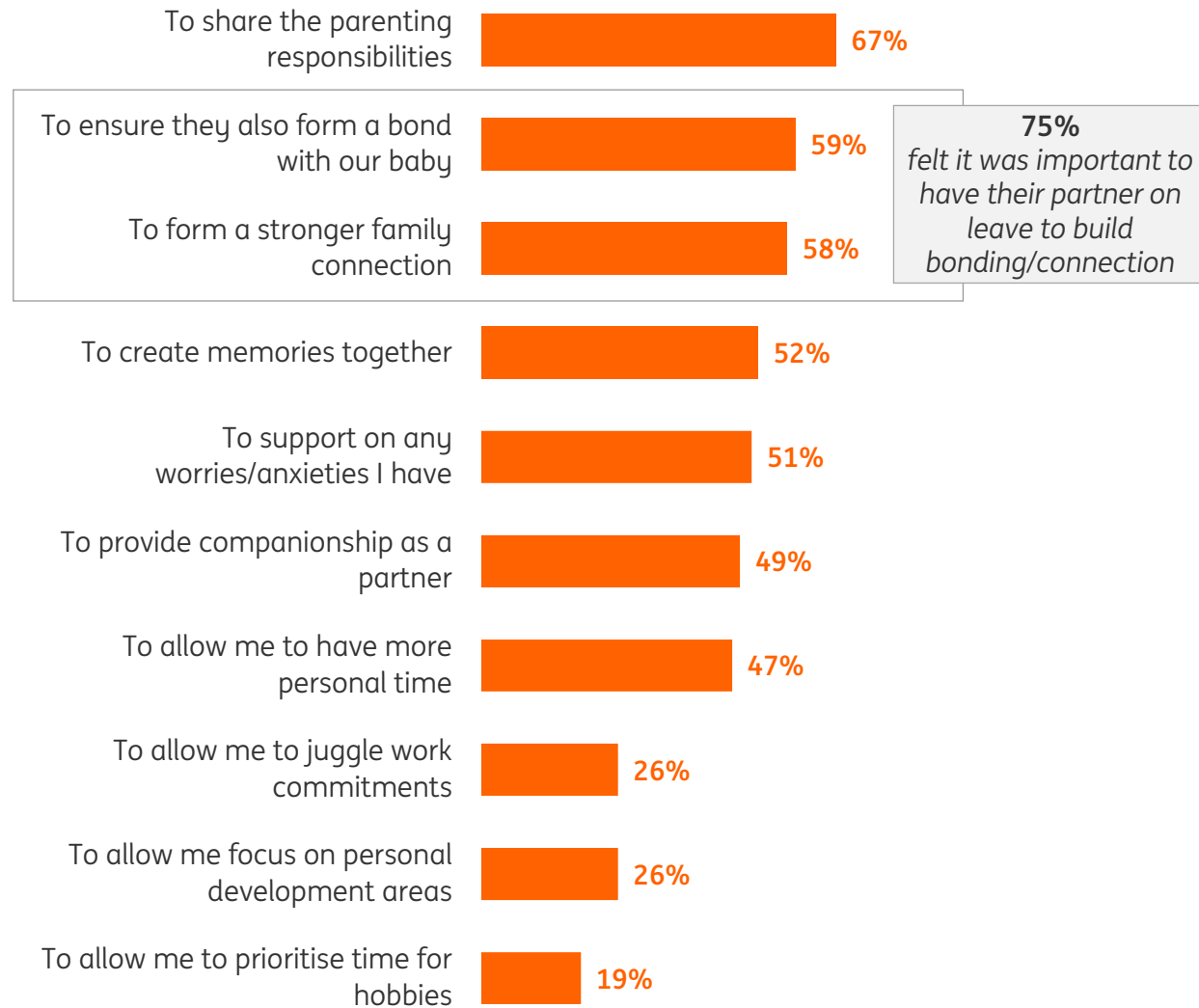


SECTION 6

# REASONS FOR WANTING PARTNER ON PARENTAL LEAVE



REASONS FOR WANTING PARTNER ON PARENTAL LEAVE:



7 IN 10 PARENTS SAY IT IS IMPORTANT TO HAVE THEIR PARTNER ON PARENTAL LEAVE TO SHARE PARENTING RESPONSIBILITIES



IT IS ALSO IMPORTANT FOR FAMILY BONDING AND CONNECTION

SECTION 7

# IMPACT ON FAMILY PRIORITIES



# 1-IN-3 DADS STATE THAT EQUAL PARENTAL LEAVE WILL BE ESSENTIAL IN ORDER TO HAVE MORE CHILDREN IN THE FUTURE

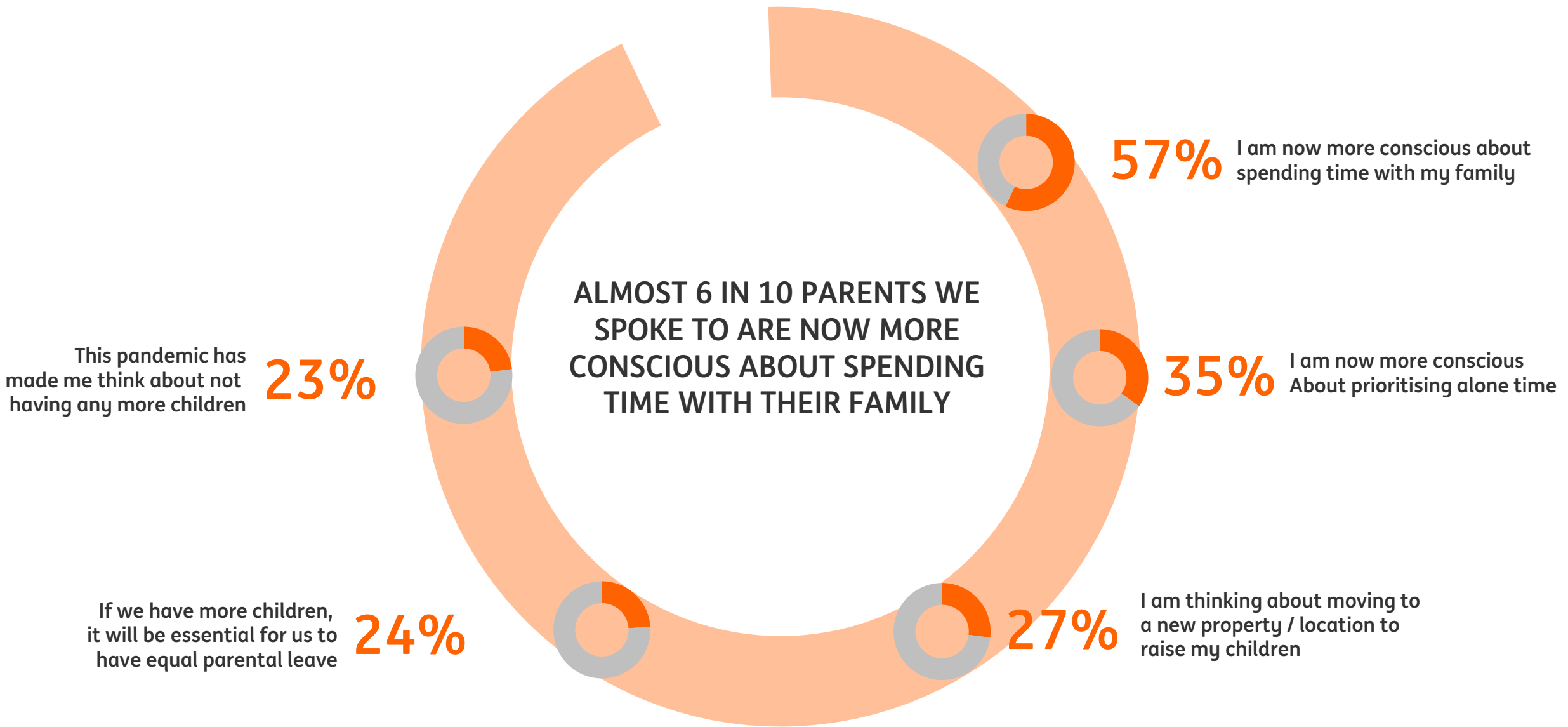


EFFECT OF COVID-19 ON FAMILY PRIORITIES:

**35%**

Of dads say that if they were to have more children, having equal parental leave will be essential.

EFFECT OF COVID-19 ON FAMILY PRIORITIES:



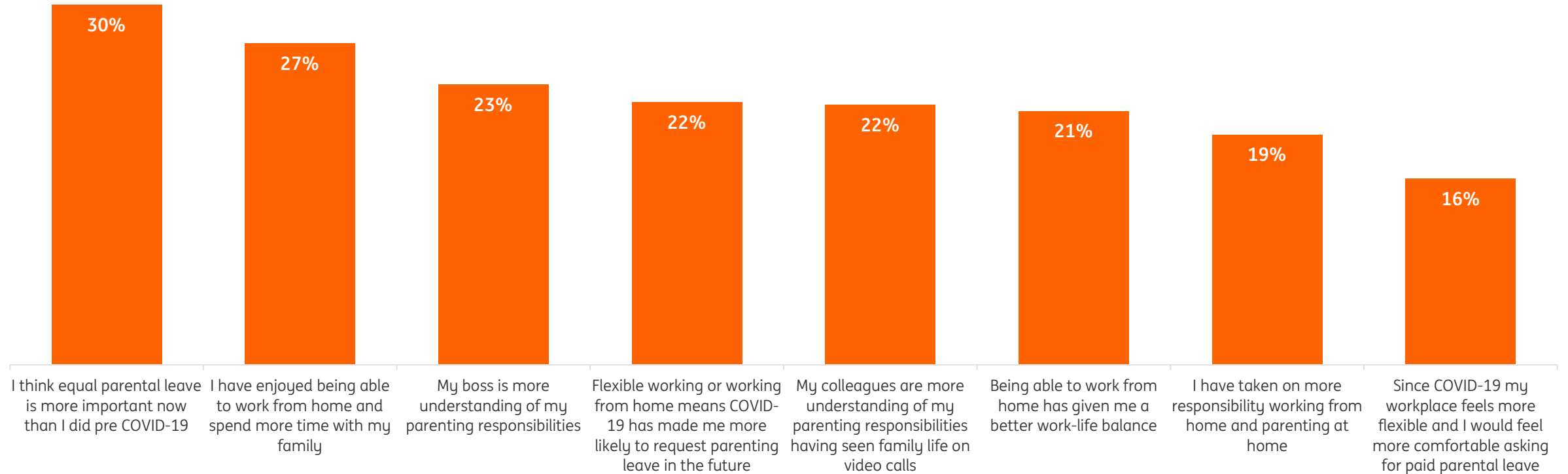
SECTION 8

# CHANGES IN THE WORKPLACE



# 3 IN 10 PARENTS FEEL EQUAL PARENTAL LEAVE IS MORE IMPORTANT NOW VS. PRE COVID-19

## CHANGES IN THE WORKPLACE





# MANY PARENTS ARE NOW MORE COMFORTABLE ABOUT ASKING FOR PARENTAL LEAVE

**30%**

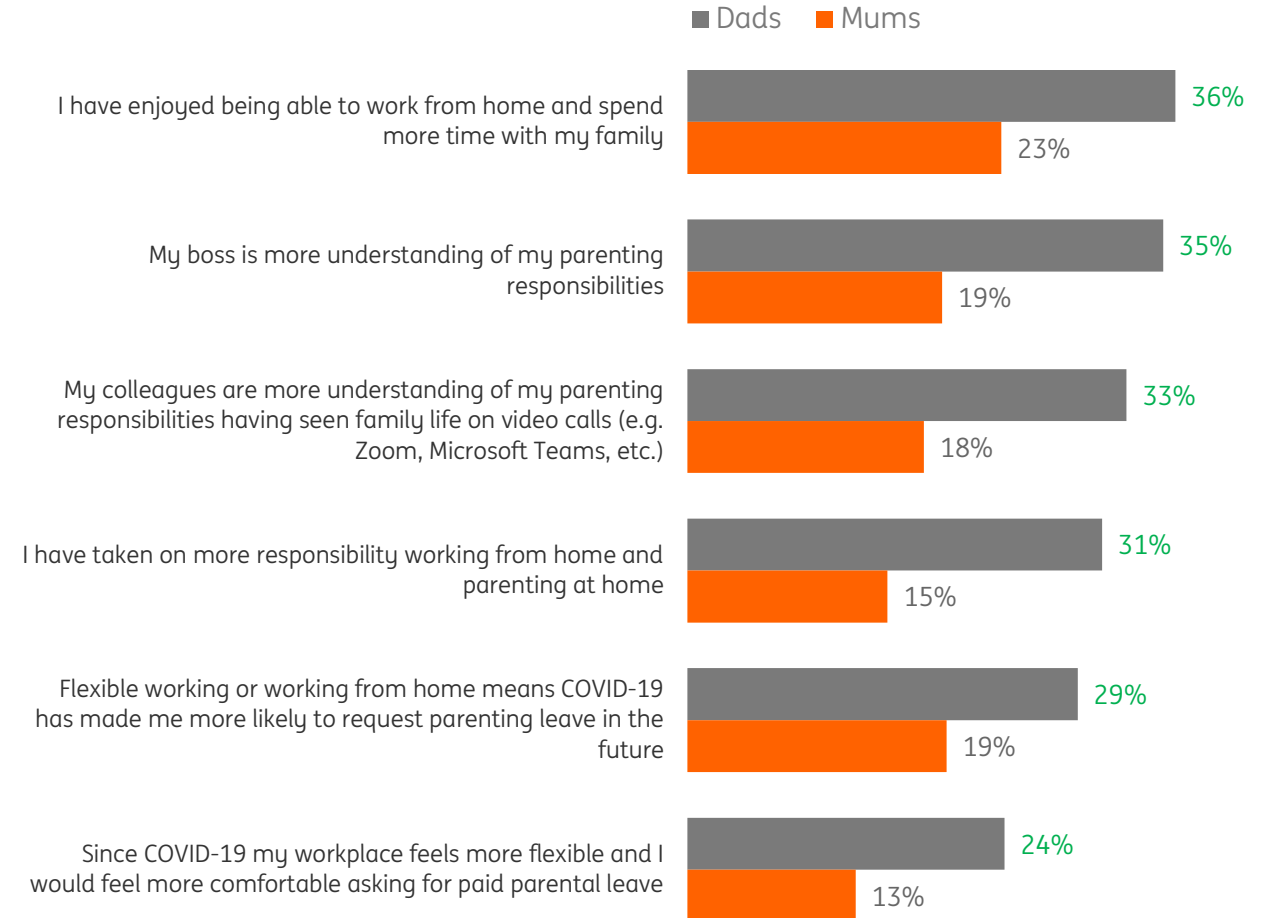
are more comfortable / more likely to ask for parental leave in the future due to flexible working during COVID-19\*



# DADS ARE FEELING MORE COMFORTABLE THAN MUMS TO ASK FOR PARENTAL LEAVE



## CHANGES IN THE WORKPLACE



Thank you