

PERINATAL MENTAL HEALTH

62%

of parents and carers say that their most challenging issue is looking after their personal physical and mental wellbeing

63%

of parents report some form of parental burnout

33%

of working parents report they are worried and anxious



1 in 5 new mums & 1 in 10 new dads suffer from postnatal depression

IF POSTNATAL DEPRESSION IS NOT ADDRESSED

Annual costs of lost productivity in the workplace are estimated at:

\$158M

→ FOR MOTHERS



\$68M

→ FOR FATHERS

74%

of parents do not seek help until crisis point

PERINATAL WORKPLACE SAFETY

50%

of all parents returning to work after parental leave report significant fatigue

36%

AND

26%

of fathers of newborns are more likely to have a near-miss at work



are more likely to have a near-miss on the road due to fatigue



Tired parents generally cost employers about

\$5B
A YEAR

There is greater risk of premature rupture of membranes if pregnant women experience occupational fatigue

PERINATAL DISCRIMINATION

Pregnancy has overtaken disability as the top discrimination complaint in Australian workplaces



1 IN 2 MOTHERS



1 IN 4 FATHERS

Report that they have experienced discrimination in the workplace at this life stage

84%

OF MOTHERS WHO EXPERIENCED DISCRIMINATION reported significant negative impacts related to mental & physical health, career and job opportunities and financial stability

32%
RESIGNED

PARENTAL LEAVE EMPLOYEE VALUE PROPOSITION

40%

OF EMPLOYEES say they won't recommend their company as a place to work if they've had a bad parental leave experience

OF WORKING PARENTS reported that the amount of paid parental leave influenced their choice of one employer over another

77%

PARENTAL LEAVE RETENTION



1 IN 4 PARENTS & CARERS

Report that they had considered, or actively intended, leaving their job in the next 12 months due to difficulties combining their job with caring

Primary motivators for leaving

- Difficulty balancing work and family roles
- Gender imbalance in accessing paid parental leave
- Lack of access to flexibility

37%

OF YOUNG FATHERS cite lack of flexibility as a prime reason they seriously consider leaving their organisation

Replacing a new mother has been estimated to cost

150%

OF HER SALARY



DOMESTIC & FAMILY VIOLENCE

of Australian domestic violence victims experience violence while pregnant

76%

If no preventive action is taken, the cost to the economy is projected to be:

\$9.9B

ANNUALLY BY 2021/22



\$235M

COST TO EMPLOYERS

To find out more information please contact:

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