

1 Challenges are broad and numerous

...and respondents lacked confidence in the support available from employers

Top 5 challenges:

- 1 = Time constraints of **juggling** career and family
- 2 = Cost of **childcare**
- 3 = **Financial** stress
- 4 = Getting sufficient time off for **school holidays**
- 5 = Lack of opportunities for **career progression**
- 6 = Loss of confidence or self-esteem | 7 = Lack of flexible work options
- 8 = Unrealistic expectations

Some challenges evolved through different stages of parenting; others were common regardless of the child's age.

3 Career changes and sacrifices are common

...many others felt trapped in their job – often due to financial pressures, or due to lack of confidence of getting support elsewhere.

As a result of having children:

85% of respondents had made changes to their career.

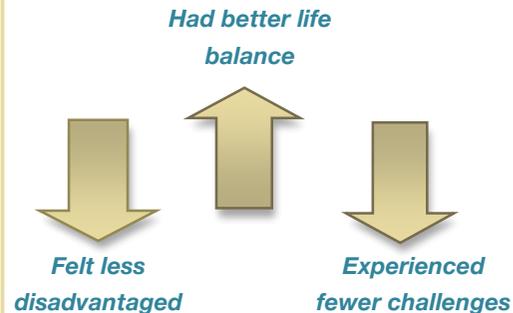
48% of respondents had taken a step back in their career, had taken a pay cut, or resigned.

Over a **quarter** of women feel **highly disadvantaged** in their career as a result of having children.

“Work security and a regular wage are the biggest challenges for me while I raise a child.”

2 Employer support matters – but it is deficient

When support levels were high, respondents...



When support levels were low, the reverse was found to be true

82% - experienced the challenge of time constraints of juggling work and parenthood.

72% of respondents struggled to make time for their own health and wellbeing.

“I changed workplace to a company with a better view of work-life balance”

4 Opportunities exist

Respondents ranked ‘better employer support’ as their biggest need.

What insights can businesses draw?

1. The **level of employer support** can strongly influence the career experiences of mothers
2. Recognising the **social, business and economic** benefits (of supporting mothers and families) supports better decision making
3. A **bold organisational stance** can lead to heightened support and fewer inconsistencies within an organisation.

“I actually have a very supportive employer... but am scared to change jobs – it would progress my career but potentially take all the flexibility and understanding away.”

About the survey

The CareerMum survey set out to build better understanding of the challenges faced by women looking to resume and grow their career after taking time out to start a family, and to learn from examples of best practice. This one-pager is a summary of the full report, which can be found at www.careermum.co.nz/survey-report

About CareerMum

CareerMum is a social enterprise committed to driving positive solutions to workplace challenges faced by career mums. We work with businesses to improve the landscape for mothers in the workplace, and we're increasingly creating opportunities to enhance the support directly available to women to resume and grow their career. www.careermum.co.nz