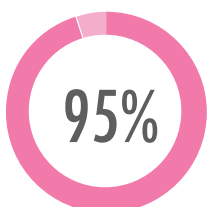


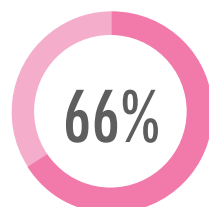
'Back - to - Work'

insights for new mums

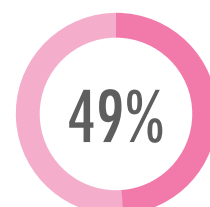
Poor work-life balance:



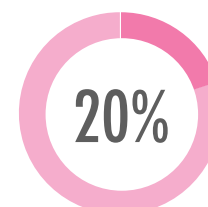
of working mums would apply for a new role for flexible working hours & better maternity benefits



of mums want more flexible working hours



of mums want part-time or shorter working weeks



of mums would like to job-share

Financial security:



61% of mums experienced financial difficulty while on maternity leave



43% of women delayed baby plans due to poor maternity benefits



91% can't afford to live on the State Maternity Benefit of €230 per week



53% of mums saved before their maternity leave to help bridge the financial gap



42% of mums couldn't afford to take any of their 16 weeks unpaid leave

Childcare:

Childcare was the main worry for new mums going back to work



of mothers said the cost of childcare has prevented them from returning to work

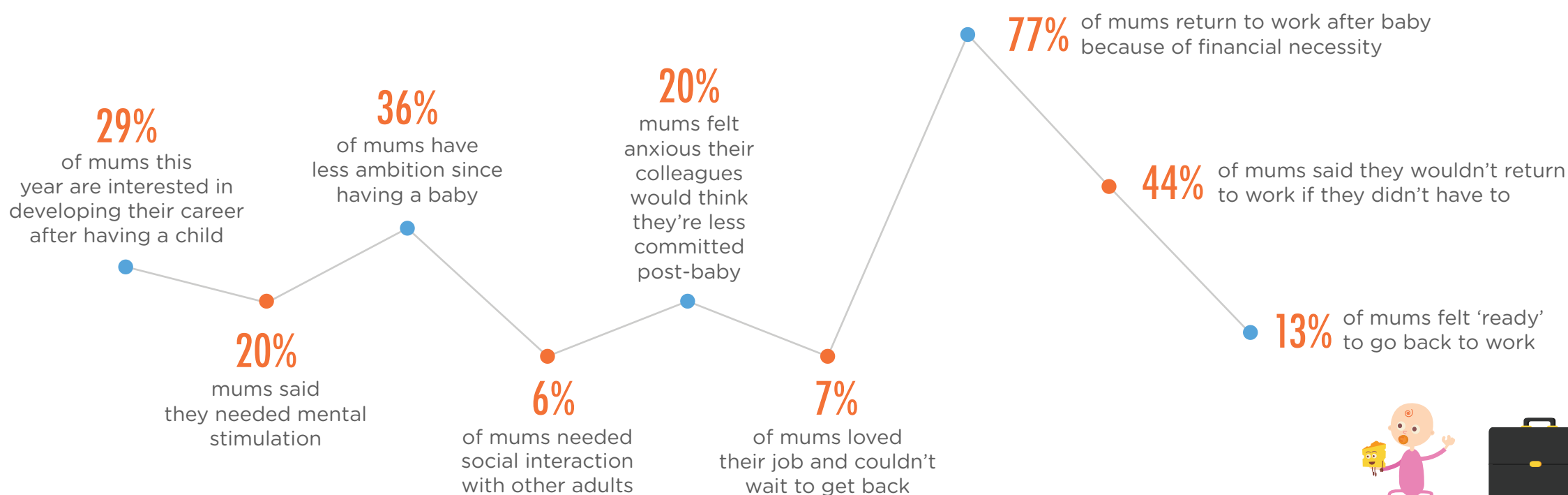


of mums think that the Government should introduce a childcare tax credit for working parents in the next Budget



of mums don't understand the tax system applied to maternity benefits introduced in 2014

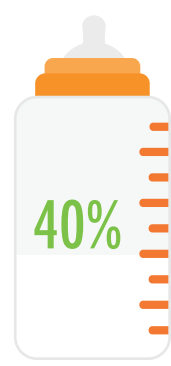
Career:



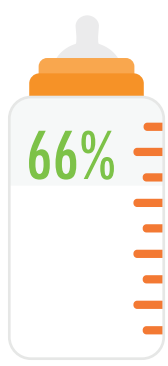
Worries:



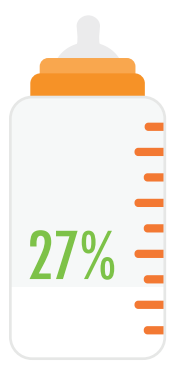
felt less confident going back to work post-baby, with body image a major concern



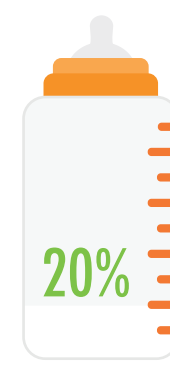
worried about 'Baby Brain' or their mental agility and concentration levels



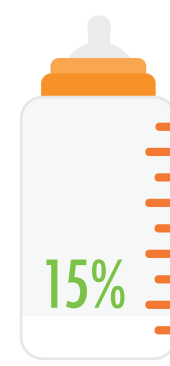
worried about their childcare arrangement



worried that their role wouldn't be the same on their return



feared that their maternity leave replacement would have done a better job



stressed that they'd come back to a huge backlog of work

Return to Work Preparation:



37% of mums returning to work started batch cooking or bought a slow cooker



28% met up with colleagues to catch up on office gossip

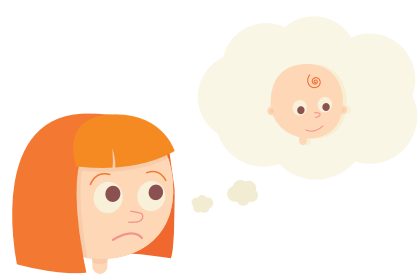


27% bought a new work wardrobe or changed their hairstyle



15% employed a weekly cleaner to help with the housework.

Mummy Guilt



88% of working mums experience some form of mummy guilt

Post-baby Working Hours:



of mums returned to work full-time after maternity leave



transitioned back to a shorter week using parental leave and holiday days



got the part-time hours they were looking for

