

#ParentsUP!

FACTSHEET

PAID PARENTAL LEAVE



The Parenthood is calling for One Year of government-funded Paid Parental Leave to be shared between parents.

After the birth of a child, parents & babies need dedicated time together to develop close, nurturing relationships that set the foundation for a child's healthy development. Parental leave helps parents and carers bond with their infant, establish routines for feeding and care and attend to their medical care needs, while also providing mums who have been through childbirth time to recover physically.

Every parent deserves the choice to stay home during the first year of a child's life without worrying about how they will pay rent. Every infant deserves their carers to have that choice.

What is Paid Parental Leave (PPL)?

PPL allows parents to take paid leave after a child's birth or adoption with the replacement of some or all of their earnings. Currently in Australia, a child's primary carer who meets the income test can access the "Parental Leave Pay" for up to 18 weeks of leave paid at the minimum wage. The "Dad and Partner Pay" provides working dads and partners with up to two weeks, also at the minimum wage.



Why one year?

Our research shows that one year of PPL shared between parents will:

- Support parents to care for a child at home for the first 12 months of life.
- Give all parents an opportunity to develop skills in caring for and forming attachments with their children.
- Enable mothers to maintain a connection to the workforce.
- Provide opportunities for breastfeeding in the first year of a child's life where possible.

Why "between parents"?

Where it's possible, parents "sharing the care" is good for parents, children & families. A child's parents are equally entitled to the opportunity to care for them. Allowing two parents to share the one year of leave gives both parents a chance to develop skills in caring for and forming attachments with their children.

How much should the payment be?

We believe PPL should be full pay including super. This means a parent's wage will be replaced (up to a certain cap). People without employment will be paid the minimum wage.

Who should be able to access PPL?

All parents, regardless of their current or previous working situations. Solo and single-parent families, blended families, and all carers and parents can choose when to take their share of the 52 weeks' paid leave within the first year of a child's birth or adoption.

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How will this benefit mums?

Firstly, it will give mums peace of mind to enjoy the arrival of a baby without worrying about paying the rent or feeding the family. Where there are two parents, mums will benefit from being able to share the load of raising a child with their co-parent.

Longer term PPL helps mums to stay attached to the workforce which helps them maintain financial security. Longer paid leave leads to a lower employment gap between mums and non-mums, an increase in earnings for mums and a more equitable division of housework, as well as long-term improved maternal mental health.

How will this benefit dads?

Dads taking parental leave is a win win win! Lots of dads want to be more involved in raising their children, children benefit from greater father engagement, and sharing the care improves the mental health of mums as well as the longevity of relationships.

But currently it doesn't happen enough. Dads in Australia take less than 20% of the parental leave dads take globally. We need a new scheme that specifically offers dads the same opportunities as mums to take PPL.

Do other countries have successful PPL policies?

Yes! We can look to Germany for a PPL policy which empowers all parents to care for their children and maintain their careers: every parent has the right to take 36 months of parental leave, 14 months of which are paid, until their child turns 8 (if at least 12 months of leave are taken within the first two years).

Sweden's policy also shines: the country offers the longest period of Paid Parental Leave in the Nordic region at 69 weeks. This leave can be used very flexibly, including to shorten working hours or to work fewer days each week. In Sweden, 45% of parents who claim parental leave benefits are men.

Who is The Parenthood?

The Parenthood is an independent, not for profit organisation which supports parents, carers and allies working to make Australia the best place in the world to be a parent. Because we believe that when parents are supported, children can thrive and our communities will be stronger.

How can I get involved in the #ParentsUp campaign?



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