

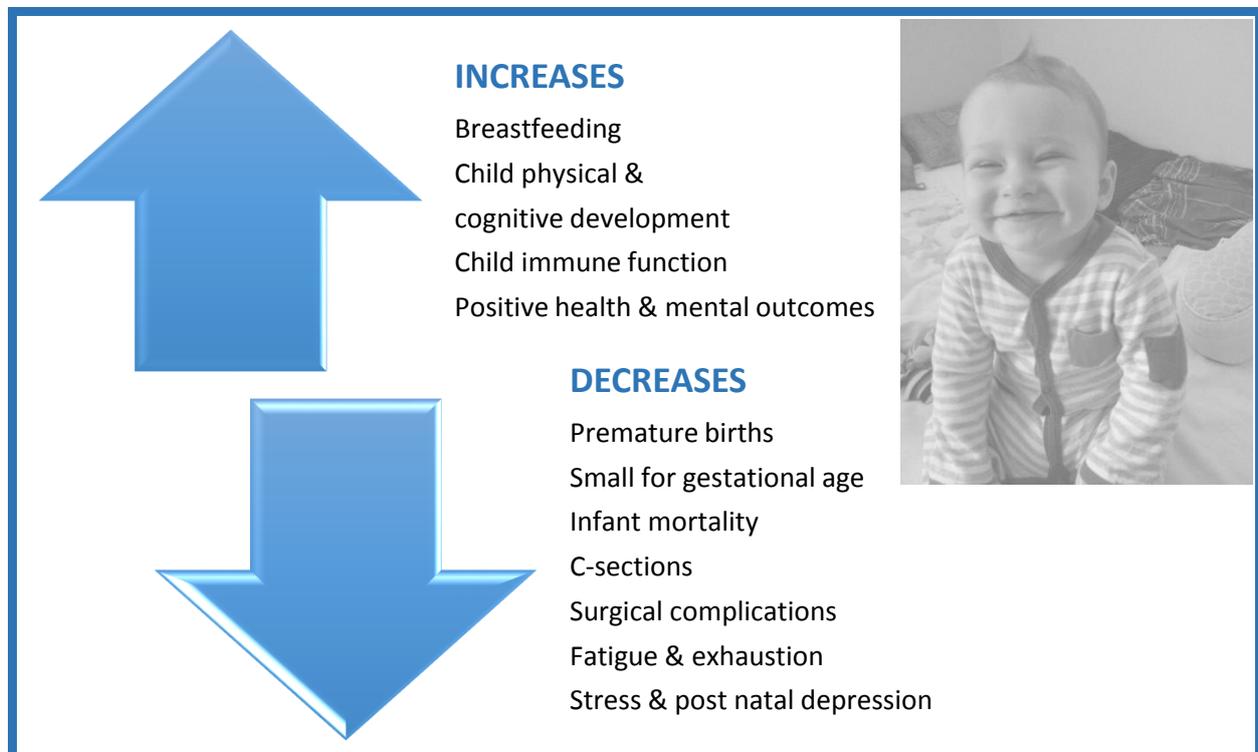


The Benefits of Paid Parental Leave

Paid parental leave (PPL) is recognised globally as providing significant benefits to mothers and babies, fathers and partners, and families and communities. These benefits are physical, psychological, social and economic.

Benefits for Mothers, Babies and Families

- New mothers experience improved mental and physical health as a result of taking leave.
- Better ante-natal and postnatal care and strengthened parental bonding over a child's life. This time provides long-term benefits that improve a child's brain development, social development and overall well-being.
- Access to leave allows parents to care for children with serious long-term or intermittent health care needs and parents perceive a positive impact of their leave on their child's health.



Health benefits of Paid Parental Leave



Benefits for Workers

- PPL delays the return for primary care-givers for up to about 6 months, especially among primary care-givers with lower income and less formal education, which is linked to increased longer term workforce participation and retention
- PPL increases job satisfaction, particularly among those with lower income and less formal education
- PPL increases income through wage replacement and protection and brings positive changes in wages for both men and women
- PPL contributes to reducing inequality both between lower and higher income earners and between men and women

Benefits for Employers

- PPL, especially when government subsidised, has positive effects on:
 - Productivity
 - Profitability
 - Performance
 - Staff turnover
 - Employee morale
- PPL increases retention rates with reduced training and recruitment costs



Benefits for Governments and the Community

- PPL contributes to countries' social and economic development and has been demonstrated to be affordable even in lower income countries
- PPL reduces reliance on public/government assistance for both men and women
- PPL counters some of the incentives against working posed by the tax and welfare system — potentially contributing around six months of net additional employment for the average woman over her lifetime
- PPL reduces disparities between low and high socioeconomic groups, and does so without damaging women's later labour market prospects
- PPL promotes important, publicly supported social goals, in particular, that having a child and taking time out for family reasons is viewed by the community as part of the usual course of work and life for parents in the paid workforce.