



THE REAL LIVES OF Working Mothers

"How do we foster WORK-FAMILY ENRICHMENT?"

FINDINGS

mental health, mental load, identity, finances, career, relationships, development + growth

+ POSITIVE and
- NEGATIVE IMPACTS



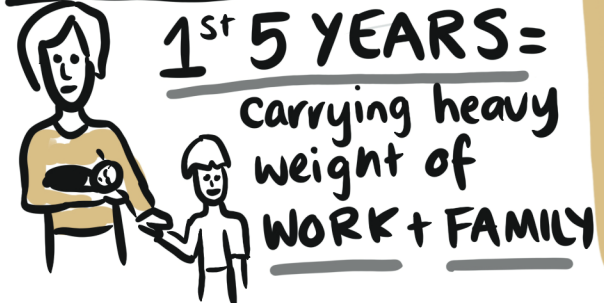
WHY?

What is the context?



Australian women highly EDUCATED but UNDERREPRESENTED in workforce + leadership

MOTHERHOOD PENALTY!
up to 10 years post birth



1st 5 YEARS =
carrying heavy weight of **WORK + FAMILY**

EXPERIENCES

- ⌚ ↓ TIME
- ⚖️ ↓ BALANCE
- 🧠 ↑ MENTAL LOAD

WORK RESOURCES

- Leadership
- Policies
- Peer support
- work culture

- + flexibility, job design,
- pressures, career limitation

COMMUNITY RESOURCES

- online (social media, parent info)
- physical (neighbours, community programs + services)
- + community connection

FAMILY RESOURCES

- immediate spouse
- 'chosen' (childcare + friends)
- + Grandparents as carers

HOW? RESEARCH:

- ★ 42 participants
- ★ 16 focus groups
- ★ health, education, engineering, law + business
- ★ majority PART-TIME

WORK FAMILY ENRICHMENT

"It's not a WOMEN'S problem for us to solve, it's an EVERYONE'S problem to solve"