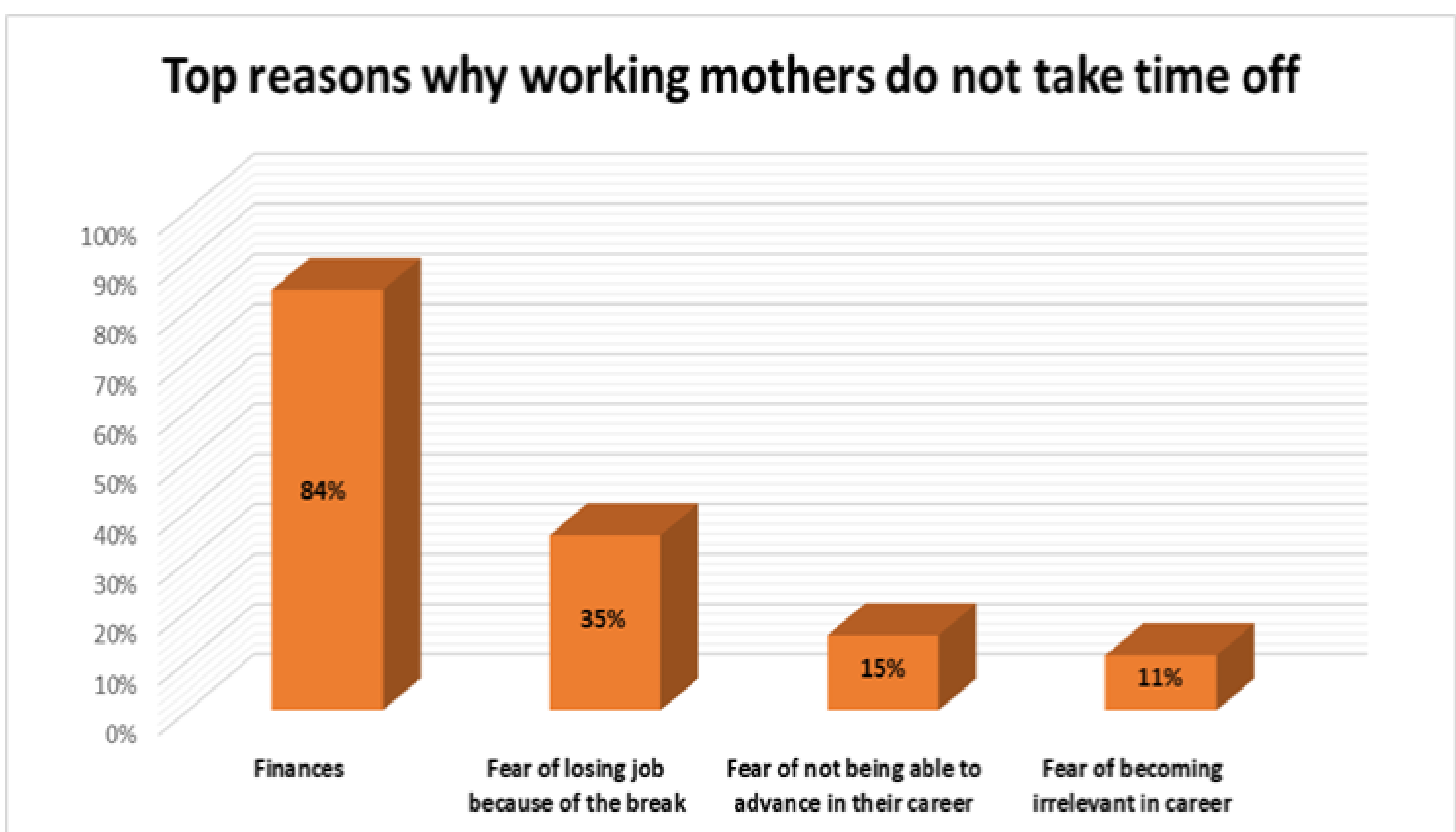
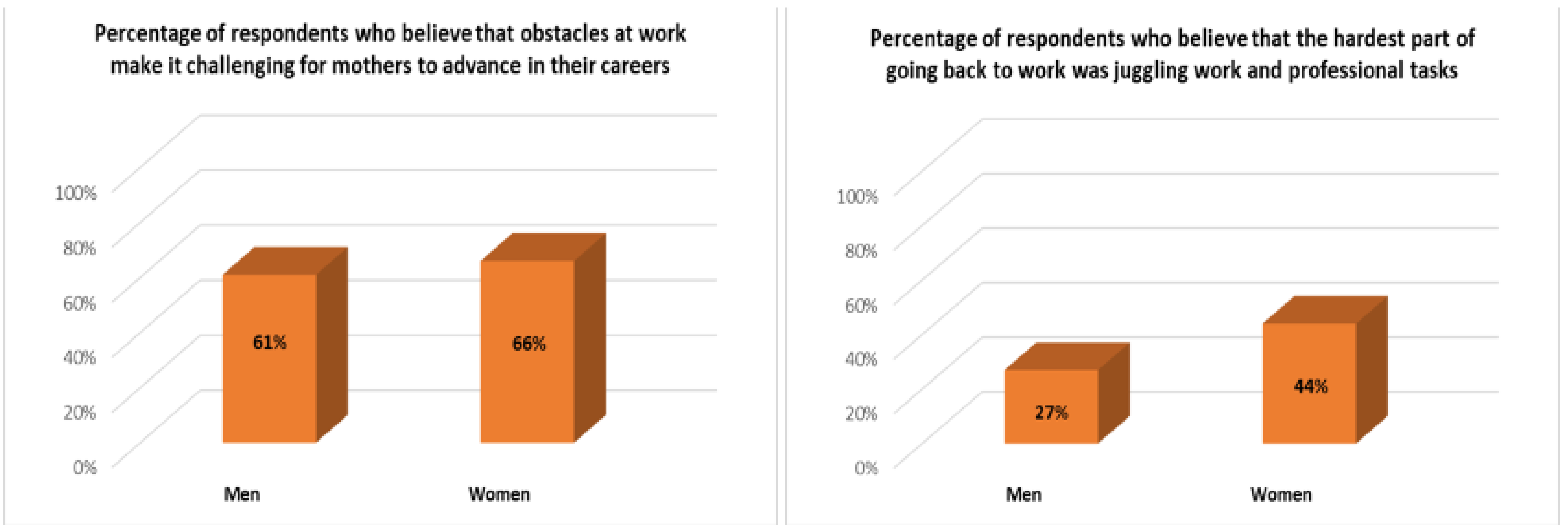


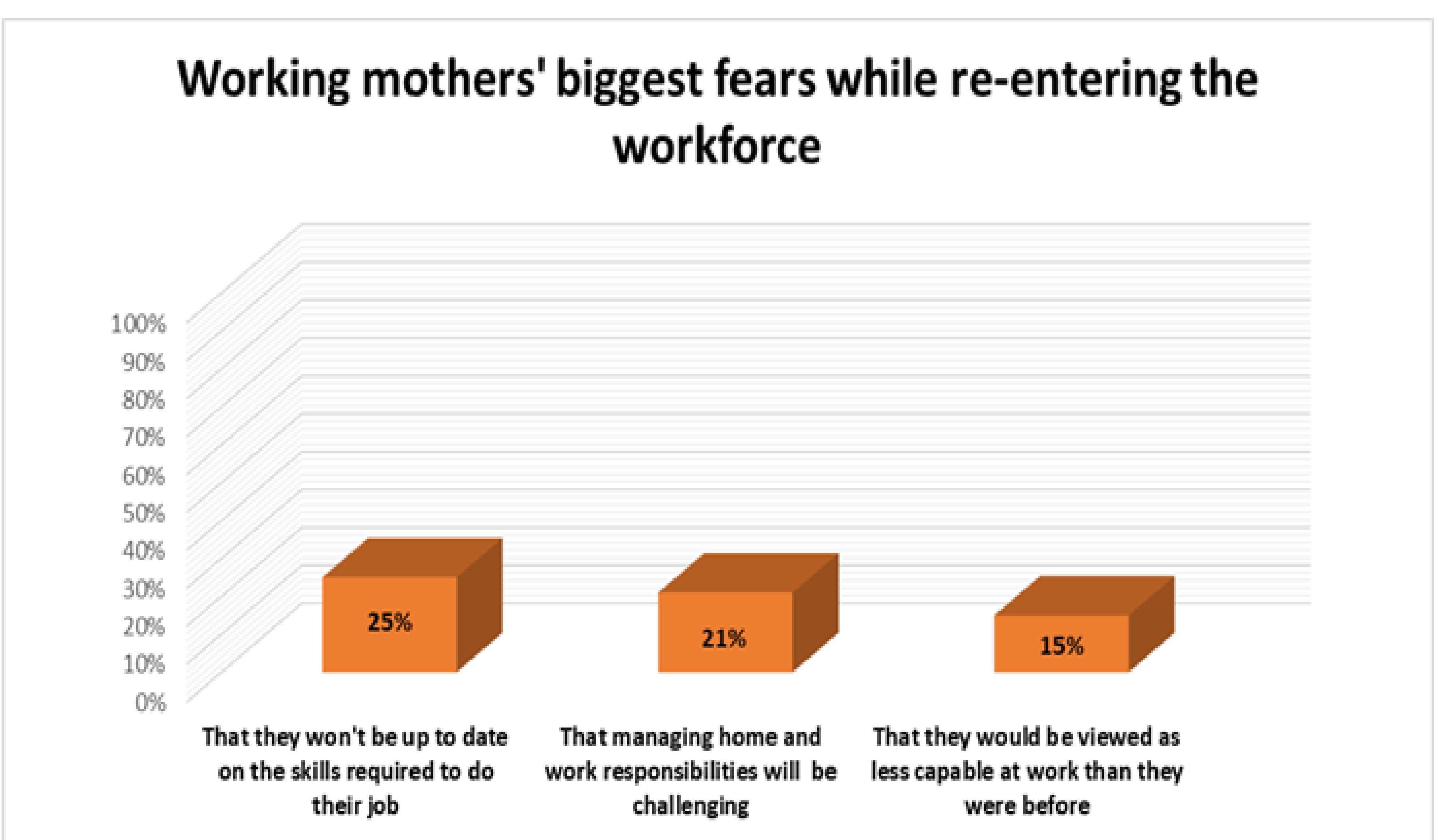
OBSTACLES FACED BY WOMEN WHEN THEY RETURN TO WORK

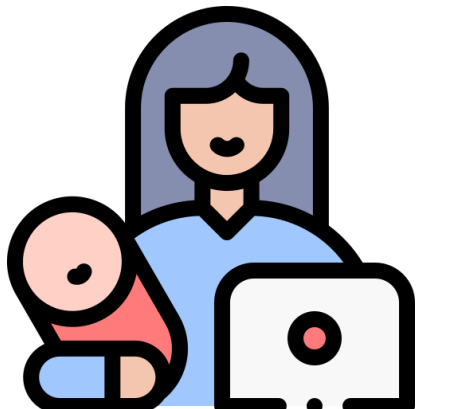
In February 2020, LinkedIn and Censuswide conducted a survey of 3000 working parents, which revealed that more than half of all working mothers take an extended time off work beyond the stipulated maternity allowance. On an average, women took two years off after the birth of their children to go back to work. Let's take a look at some of the findings from that survey..

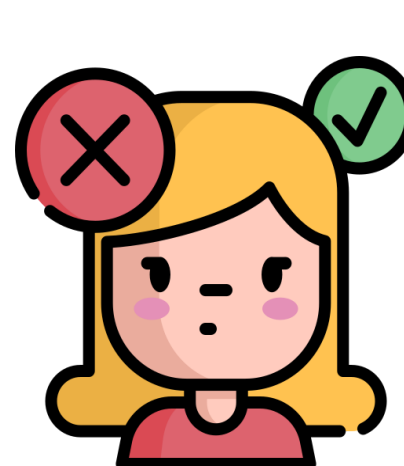


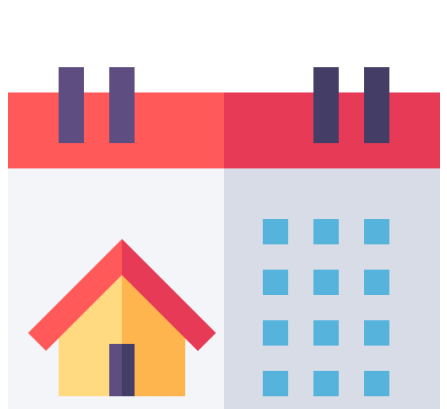
Although career breaks are fairly common, mothers find it extremely challenging to return to the workforce after they have taken a maternity break.

A lot of women fear that their skills will become outdated during their career break. Due to this, 54% of women who have returned from a break say they continued to work on their skills while on leave, like taking online courses, staying connected with their professional network or taking on part-time work.



61% women said that it was challenging to re-enter the workforce after a break 

 **57%** working mothers said they didn't have much choice about the career break

52% women surveyed feel concerned about being judged for taking leave 

People take career breaks for several reasons, but mothers often find it challenging to re-enter the workforce after a maternity or childcare break. They are often compelled to hide their personal lives for the fear of being judged. There is a fear in the minds of potential employers that a woman may not commit 100% of her effort to the workplace if she has parental duties.

It is important for the senior management of companies to come out and speak about being more inclusive, trying to make working mothers feel comfortable about speaking up in case they face issues and offering them flexible hours or teleworking opportunities. These could go a long way in making mothers feel supported at work.