

Top Takeaways from Mother's Monday 2023



Each year the Mother's Monday celebration brings together a community dedicated to building better workplaces for moms and other caregivers. At this year's event, which was sponsored by the Adecco Group US Foundation, our speakers, panelists and 1,200 registrants shared a wealth of inspiring ideas and initiatives. Here are our top takeaways from the day.

The U.S. government is leading the way, and encouraging companies to follow

It may well be some time before the US passes federal paid leave and childcare legislation, but US Representative Jennifer Wexton shared lots of progress from the federal government, both in terms of policies that pertain to federal employees (12 weeks of paid leave, exploration of returnship programs) and federal programs, such as the CHIPS Act, that require companies seeking funding to offer benefits like childcare that will allow all workers — including working parents — equal access the jobs created through government funding.

Transparency and a focus on inclusion are driving more expansive parental leave policies

Despite the lack of a nation-wide standard for parental leave, companies and other advocates are creating a culture of transparency and inclusion around leave policies. From theSkimm's #ShowUsYourLeave database of paid leave policies from more than 600 companies, to companies like Pinterest and Walmart introducing leave policies that are open to parents of all genders and all types (birth, adoptive, surrogate), we are seeing pressure mount on companies to provide and talk about their leave and to allow — and encourage — all parents to utilize it.

Moms shouldn't need PTO and career breaks to cope with childcare needs

The lack of reliable, accessible, and affordable childcare is one of the biggest obstacles holding moms back from staying and advancing in the workplace. Research from advocacy organizations like Moms First tells us that the companies that provide solutions for their employees will compete more effectively for talent, retain top performers, and have more women in their executive ranks. While there isn't a one-size-fits-all solution to the problem, companies like PepsiCo have recognized that families have a variety of childcare needs, and offer a variety of care solutions — onsite, emergency back-up, subsidies or discounts, and even help finding vetted caregivers. These solutions are helping to create the shift needed to help mothers stay in work and on path for professional growth.





Workplaces haven't been working for millions of moms — we need to bring them back

While we're focused on building the workplaces of the future, the reality is that many moms and caregivers have already been forced out of today's workforce. So far, a few hundred companies have built on-ramps back into the workforce for people returning from career breaks, and as our panelist from Deloitte shared, these programs are thriving. But the barriers to re-entry remain high and leaders like the Adecco Group are helping to normalize career breaks and setting an example by creating returnship programs and encouraging others to do the same.

Caregiving is a continuum that requires flexible solutions

The demands of parenthood begin before and extend well past parental leave, and employees are increasingly providing care for aging parents, self and others. While employers are expanding benefits to include things like fertility and developmental support, they are also turning to outside companies that provide support. Our panelists from MH Work-Life and Vivvi stressed the importance of flexible benefits and customizable modular solutions for each employee's unique set of needs.

You don't have to be an HR executive to bring about change

We heard from HR leaders about the policies they're creating to build more supportive workplaces, but we also heard repeatedly that every voice matters. There is strength in numbers and Employee Resource Groups (ERGs) are having a real impact on corporate policies. For example, Walmart's Women's Resource Community led benchmarking efforts with their benefits team that led to a 6 week increase in their paid leave policy, and Pinterest actively solicited input from their caregiver community to build their new leave policies. Anyone can be an advocate for change.

We walked away from this year's celebration full of hope that all of us together — individuals, employers, advocacy organizations and solutions providers — can work hand in hand to build better workplaces in which moms and caregivers can thrive.

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