Millennial Mindset:
The Hartford's Millennial Parenthood survey

Taking a Timeout
Who took extended time-off (more than two weeks) after having a baby - mom, dad, or both?

Moms said
- 75% received more flexible sick leave
- 52% reduced their work hours
- 12% had a slowdown in their career

Dads said
- 53% received more flexible sick leave
- 16% reduced their work hours
- 12% moved to a job with higher salary

Careers Change
Which parent had their career affected by having children - and how?

Of Moms said their career was affected:
- 35% changed to a job with more flexibility
- 22% reduced their work hours
- 18% had a slowdown in their career

Of Dads said their career was affected:
- 16% reduced their work hours
- 10% moved to a job with higher salary
- 9% had a slowdown in their career

Daddy Divide
Who is taking care of kids today?

Moms said
- 75% they are the primary child-care providers

Dads said
- 19% they are the primary child-care providers

Mommy's Little Helper (And Daddy's Too)
What should employers offer to help employees be responsible parents?

Of Millennials want flexibility in time-off options:
- 97% think this is a "must"

Of Millennials want flexibility in work hours:
- 97% think this is a "must"

Of Millennials want disability insurance:
- 96% think this is a "must"

Of Millennials want life insurance:
- 92% think this is a "must"