



Working Families Breakfast Briefing:

*Pregnancy, maternity and returning to work
after a break – how to avoid the pitfalls and
benefit from best practice*

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WELCOME

Nicola Quayle, Audit Partner, KPMG

@WorkingFamUK

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INTRODUCTION

**Kirstie Axtens, Head of Employer Services,
Working Families**

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Managing pregnancy and maternity successfully

**Rosie Wallbank, Project Manager: Economy
and Employment, Equality and Human Rights
Commission**

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Pregnancy and Maternity workplace programme

December 2015



**Equality and
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Pregnancy and Maternity Work Programme

- Work with partners to develop solutions
- Start widespread public conversation
- Recommend change where needed



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Research

Largest scale research of its kind conducted in partnership the Department for Business Innovation and Skills.



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The research found:

- 84% of employers believe that supporting pregnant workers and those on maternity leave is in the interests of their organisations;
- Around 8 out of 10 employers agree that pregnant women and those returning from maternity leave are just as committed to their work as their colleagues;
- Two thirds of employers don't think that pregnancy puts an unreasonable cost burden on the workplace.



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#worksfor me

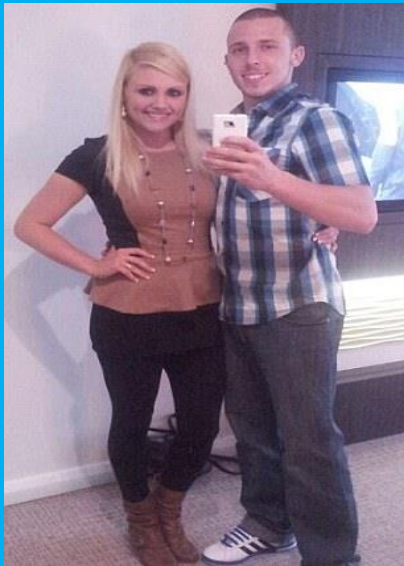
THE
REST OF
THE
STORY...



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Attitudes remain unchanged...

- **National Newspaper Article - £18k for bakery girl sacked when she got pregnant and boss told her she could no longer drive a van**



Most Popular Comments from Business Owners

As the owner of a small business you will not find a women working for us. We cannot afford them. Simple. Oh and we are very careful to make sure we interview an equal number of candidates from the male and female pile when we advertise

This is probably the reason girls in their 20's can't get a job as they are a threat to small companies turn over.

To be honest this employment law is not business friendly . Small businesses can not afford maternity pay with leave and carry on . They have to adopt the unwritten policy of not employing women of child bearing age because it is not financially viable to do so . Also young women are aware of their " rights " and often get pregnant as soon as it is legally acceptable . I ran a small business once and, after falling victim to this "get pregnant and get all the money and leave, " by one young woman, vowed and practiced never employing a woman of child bearing age . This is financial reality , no matter what law says !



Less Good News

- 11% (54,000) mothers a year were forced out of their job
- 10% are discouraged by their employer from attending antenatal appointments
- 9% said that they were treated worse by their employer on their return to work than they were before pregnancy
- More than one in 20 (7%) said they were put under pressure to hand in their notice



Recruitment

- Most employers (70%) felt that women should declare upfront if they are pregnant during recruitment.
- One in four employers thought it was reasonable to ask women about pregnancy and their plans to have children was reasonable.



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Harassment & negative comments





Complaints

Employers

- Overall 5% of employers had received either a formal or informal complaint relating to pregnancy or maternity discrimination discussions

Women

- Over one in five (22%) women reported raising issues either formally or informally regarding problems they experienced with their employer



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Communication

Employers

- Three in 10 employers (29%) said they were concerned that contacting mothers on maternity leave could cause new mothers to feel under pressure to return to work sooner than they wanted to.

Women

- Just under half of mothers (45%) reported they had a problem with employer contact while on maternity leave.
- A quarter of mothers (26%) felt they had too little contact with their employer





Flexible working

Employers

- The majority said they granted all the requests they had received (84%)

Mothers

- Half the mothers who had their flexible working request approved said they experienced unfavourable treatment as a result



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#worksforme

Solutions?



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Online guidance



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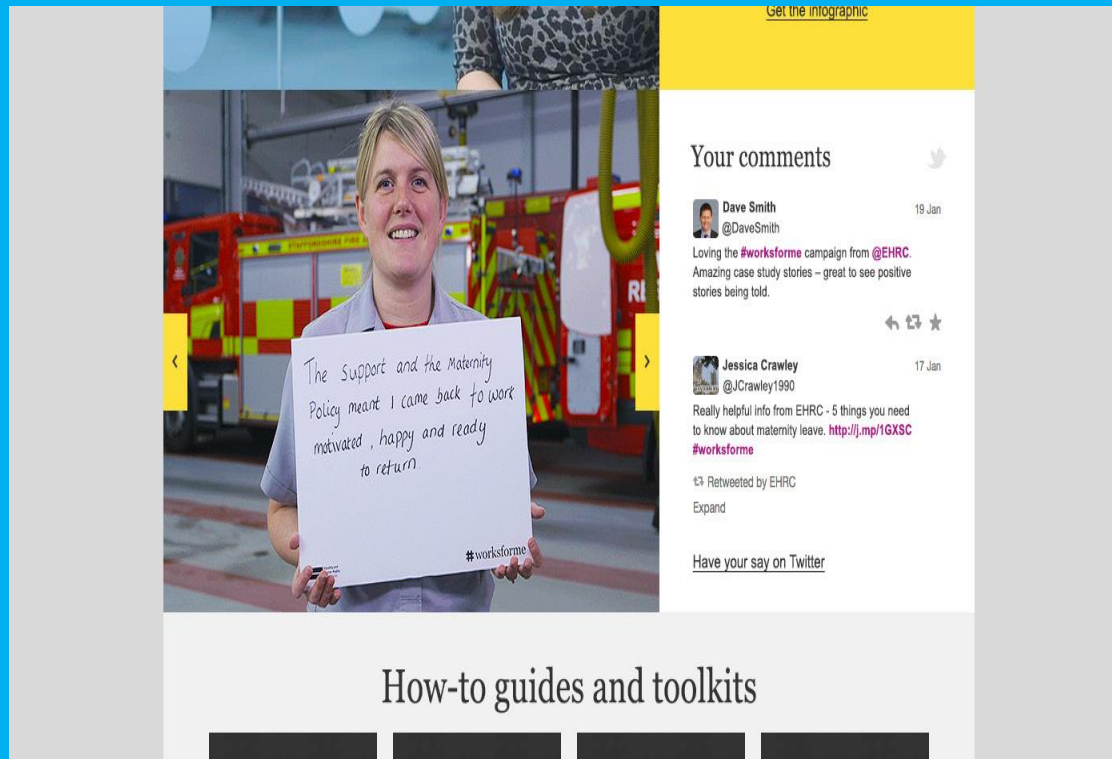
Toolkit for employers



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Good Practice Videos



The screenshot displays the #worksforme campaign website. On the left, a woman in a light blue uniform stands in front of a fire truck, holding a white sign that reads: "The support and the Maternity Policy meant I came back to work motivated, happy and ready to return." The sign also features the #worksforme logo. To the right, a Twitter feed titled "Your comments" shows two tweets. The first tweet is from Dave Smith (@DaveSmith) dated 19 Jan, praising the #worksforme campaign from @EHRC. The second tweet is from Jessica Crawley (@JCrawley1990) dated 17 Jan, mentioning helpful info from EHRC and a link to a video. Below the tweets, it says "Retweeted by EHRC" and "Expand". At the bottom of the page, the text "How-to guides and toolkits" is visible above a row of dark grey rectangular buttons.

Get the infographic

Your comments

Dave Smith
@DaveSmith
19 Jan
Loving the #worksforme campaign from @EHRC. Amazing case study stories – great to see positive stories being told.

Jessica Crawley
@JCrawley1990
17 Jan
Really helpful info from EHRC - 5 things you need to know about maternity leave. <http://j.mp/1GXSC> #worksforme

Retweeted by EHRC
Expand

Have your say on Twitter

How-to guides and toolkits



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#worksforme

EHRC Materials can be found at:

www.equalityhumanrights.com/worksforme



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Contact Details

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Recruiting returners – an opportunity to widen your talent pool

**Stella Sutcliffe, Director of Partnerships,
Timewise**

@WorkingFamUK

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#FlexibleJobsIndex
#PowerPartTime



timewise
**POWER
PART TIME
TOP 50
THE LIST 2015**

THE TIMES

High-flying family men cut their working weeks

Kate Burgess

A record number of men in high-earning jobs are now working part time. Research shows that male executives are increasingly likely to be working three or four-day weeks.

Among the people earning more than £40,000, 68,000 are working part-time and more than a third of those are men. Across all income brackets, the number of men voluntarily



Thiago de Moraes is a partner at an advertising agency, working three days a week

working part-time passed one million this year.

Timewise, a recruitment firm, and Management Today have compiled a Power Part Time list, which this year included 11 men versus 10 women the

Timewise said. "Part-time working has reached a tipping point," Lynn Kellaghan, chief operating officer at EY professional services, said. "It is not only reserved for women, senior leaders or long-standing employees — it is open to all from the first moment they join. Flexible working has gone beyond a nice-to-have. It is becoming a source of competitive advantage for employers."

Thiago de Moraes, 39, a partner at an advertising agency, said that he worked three days a week so that he could spend more time with his family and illustrate children's books. "From a philosophical point of view I find it reasonable," he said. "There's nothing that improves can only apply yourself to use things in life."

Mark Webb, 45, is head of corporate social media at Diageo-Carphone. After being diagnosed with multiple sclerosis, his job became difficult because of his decreased mobility, but he began at his marriage his work to fit around his condition. He now works four days a week. "There were some flexible and

The Telegraph

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BRISKE - YOUNG - PHOTOGRAPHY

Is the feminisation of part time work about to end?

New research shows that record numbers of men in Britain are working in high income part time roles. Timewise chief Karen Mattison MBE explains why it's the best thing that could happen

Business & Economy

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More UK high earners now male and part-time

By Roger Birt

December 4, 2015 11:05 am

Be first to see FT.com's new prototype site. Opt in here (p)

More UK high earners now male and part-time

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Be first to see FT.com's new prototype site. Opt in here (p)

Attracted to flexible working have shifted to the extent that a third of part-time high-income workers are now men, with some reaching senior positions.

The traditional view is that there is no such thing as a successful part-time career, say the flexible work consultants Timewise.

But out of 600,000 people who work the full-time equivalent of more than £40,000 a year in a formal

MT Management Today

Yes, you can cut your hours and keep your career

From Amazon to Goldman Sachs and from the Met Police to Google, the latest list of the UK's top part-time execs shows that big jobs can be done on reduced hours.





@TimewiseJobs
#FlexibleJobsIndex



THE TIMEWISE FLEXIBLE JOBS INDEX

The Index is part of wider research by Timewise, funded by:



The index report is brought to you in partnership with:




Also supported by:



**BOTTLE
NECK**

6.2%





















of job ads offer
flexible working options

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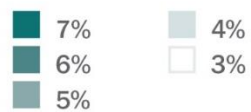
Relative proportion of jobs advertised with flexibility, by salary:

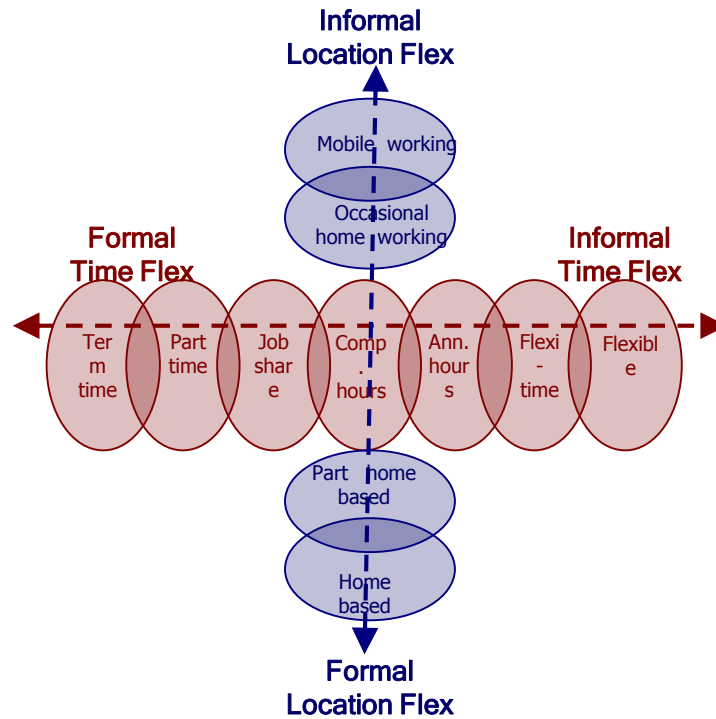


Proportion of jobs advertised with flexibility, by role type...

	Health / Social Care	20%		Accounting / Finance	3%
	Education / Training	13%		Arts / Media / Design	3%
	Military / Policing / Security	7%		Catering / Hospitality	3%
	Admin / Secretarial / PA	6%		Banking / Insurance	3%
	HR	5%		Science / Technology	3%
	Retail	5%		Consultant / Analyst	3%
	Customer Service	5%		IT	2%
	Supply Chain / Logistics	4%		Director / Management	2%
	Sales	4%		Marketing / Advert / PR	2%
	Legal	3%		Engineering / Manufacturing	2%

Relative proportion of jobs advertised
with flexibility, by region





Talk to us: Stella Sutcliffe

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www.timeswise.co.uk

www.timewisejobs.co.uk



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Happy to Talk Flexible Working

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Q&A Panel

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Nicola Quayle, Audit Partner, **KPMG**

Stella Sutcliffe, Director of Partnerships, **Timewise**

Rosie Wallbank, Project Manager: Economy and Employment, **Equality and Human Rights Commission**

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