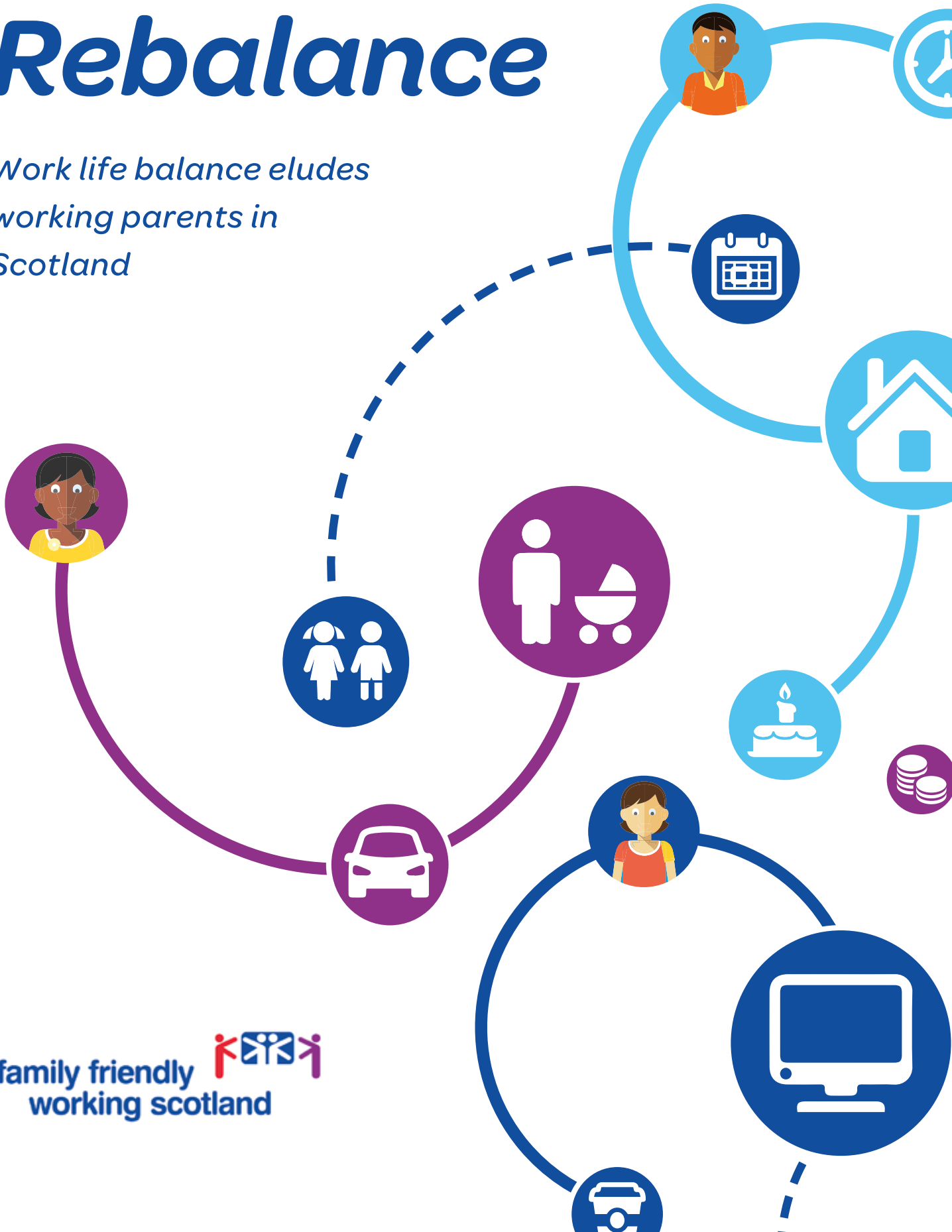
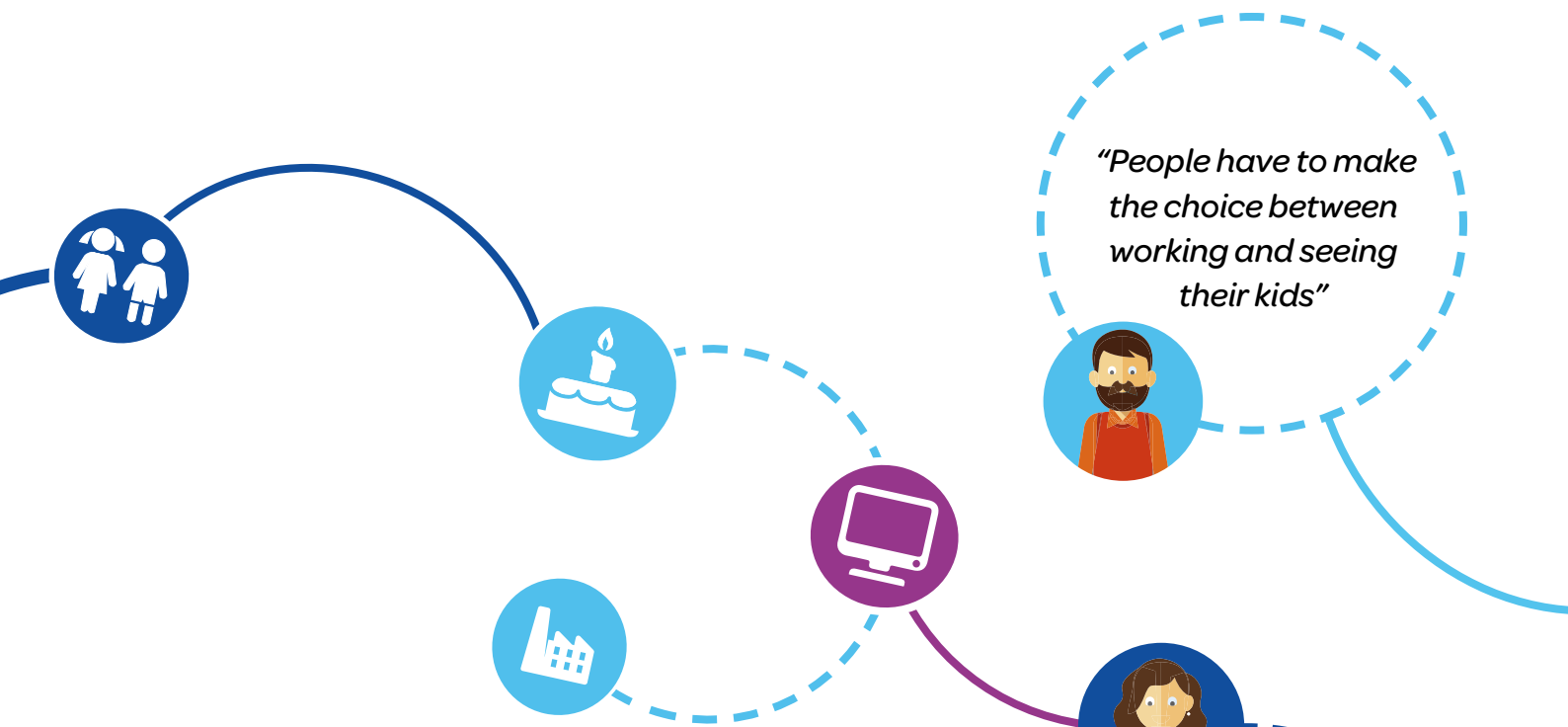


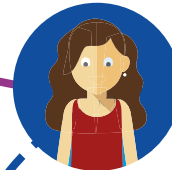
Time to Rebalance

Work life balance eludes working parents in Scotland





"People have to make the choice between working and seeing their kids"



"Families need the twin currencies of time and money in order to thrive"

Sarah Jackson OBE

Introduction

Parents and carers play a crucial role in Scotland's labour force. In the lead up to National Work Life Week 2016 Family Friendly Friendly Working Scotland asked over 600 parents in Scotland to tell us about their work life balance.

Working parents across Scotland are facing a battle to achieve a healthy integration between home and work. Lack of time, lack of money and very often both is a real daily challenge for many parents in Scotland. This negatively impacts our health, wellbeing and family life, plus it is bad for business and our economy as unhappy workers are not productive workers. The good news is that many employers in Scotland are adapting to modern, fair and flexible ways of working. If more employers embrace this change there will be a huge impact on our society and economy.

only 22%

say they have the right balance of time and money for their family to thrive

only 12%

say their work life balance is 'just right'

Missing out

44%

are unable to fully participate in school or nursery activities such as shows and parent evenings because of work



40%

say work gets in the way of spending fun time reading and playing with their children

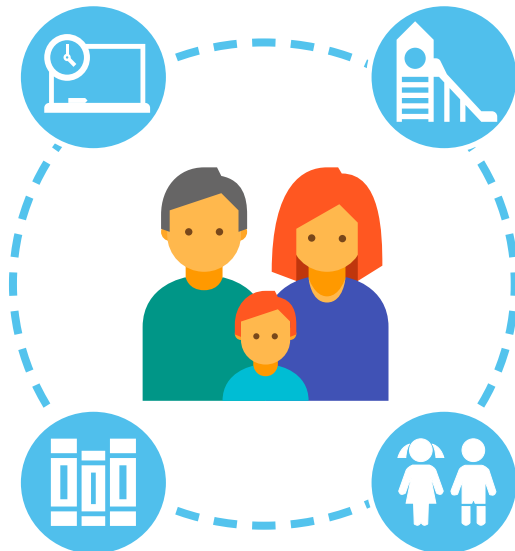


34%

say work gets in the way of helping their children with homework

47%

say work gets in the way of them spending quality time with family



Parents gave us examples of what happens when they have a poor work life balance



not eating together at dinner time



unable to attend children's hospital appointments



not seeing children before bed



pressure on relationship with partner

Poor health and wellbeing



43%

say work gets in the way of them being able to shop and cook to enable them to have a healthy diet



45%

say work gets in the way of them being able to exercise and keep fit

Burn out

55%

work extra unpaid hours every week

27%

work more than two extra unpaid hours each week = an extra 10.5 unpaid days a year

What Suffers

family communication

"never all together as a family"

health and wellbeing

"stressed and tired"



"It's just life isn't it, you just get on with it"



"I work six days a week, kind of balancing it with my wife and one of us has to work full time"



15%

Of those, worked more than four extra unpaid hours a week = a whopping 25 extra days a year



Time and Money



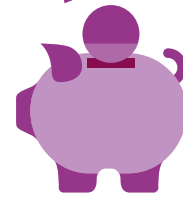
30%

say they neither have enough time nor enough money for their family to thrive



Younger working parents

(18-34) are 5% less likely than those aged 35-54 to have the money and time they need to thrive



34%

say they have enough time but not enough money to fully enjoy family life

Greater flexibility needed



Higher income earners

have a better chance of achieving a good work life balance than those on lower incomes. 44% of lower income workers cited the need for greater flexibility, opposed to 28% of high income earners



Over one quarter

said they would like their boss to be more understanding of their family commitments



“With two parents working, the father working full time has no time, the mother working part time has no money”



40%

said they would like more flexible working hours

Why is this important to employers?

Working parents told us what difference a family friendly employer makes



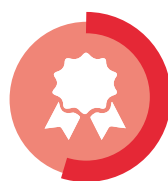
65%

more likely to stay with their employer



62%

more motivated and productive at work



56%

'go the extra mile' at work



53%

recommend their employer as a good place to work

Parents told us what makes a family friendly employer



"Work is quite strict, it's difficult if I get a call about the kids at work – if they are sick the first day is meant to be used to find childcare, then I'm back at work"

understanding

flexible

compassionate



Working parents also told us what happens when people **do not** have a flexible and family friendly employer



62%

People will be unhappy



57%

People will be likely to leave their employer



57%

People will be less committed to their employer



56%

People will be less productive and motivated at work



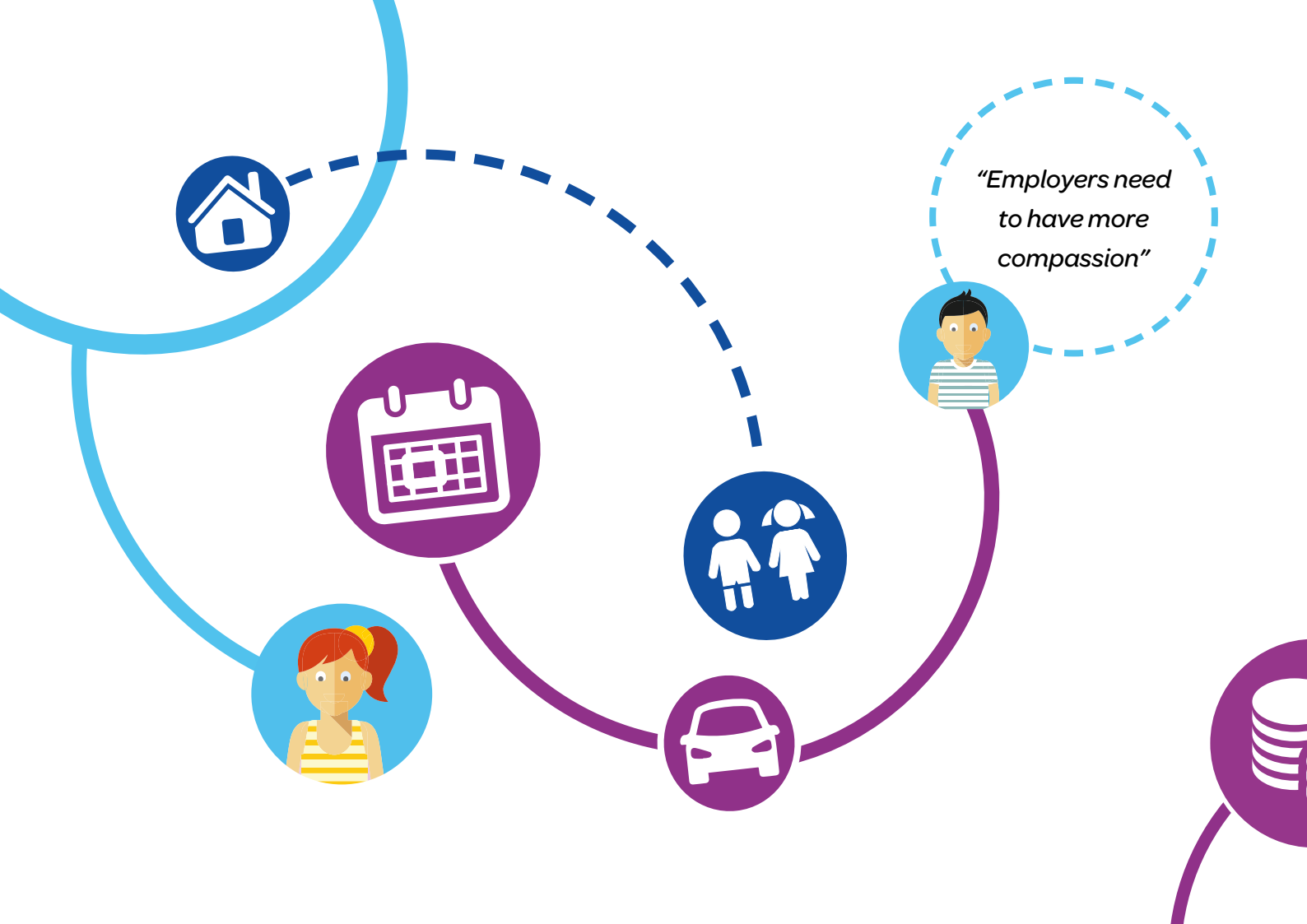
51%

People will feel resentful towards their employer

How to improve work life balance

Parents told us what would improve work life balance





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