
How new ways of working can ensure your organisation retains and promotes the best



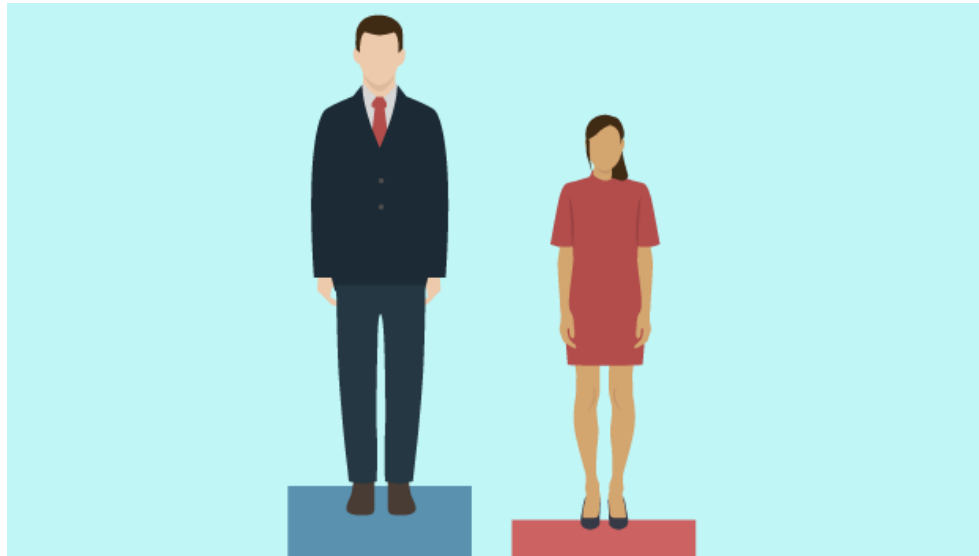
Where are we?

Women make up almost half of the UK workforce (around 47%) and over 15 million women are active in the UK labour market at any time.



The gender pay gap remains

- The pay gap is 9.4% for full-time employees and 19.2% for all employees.
- This is the same as in 2014.



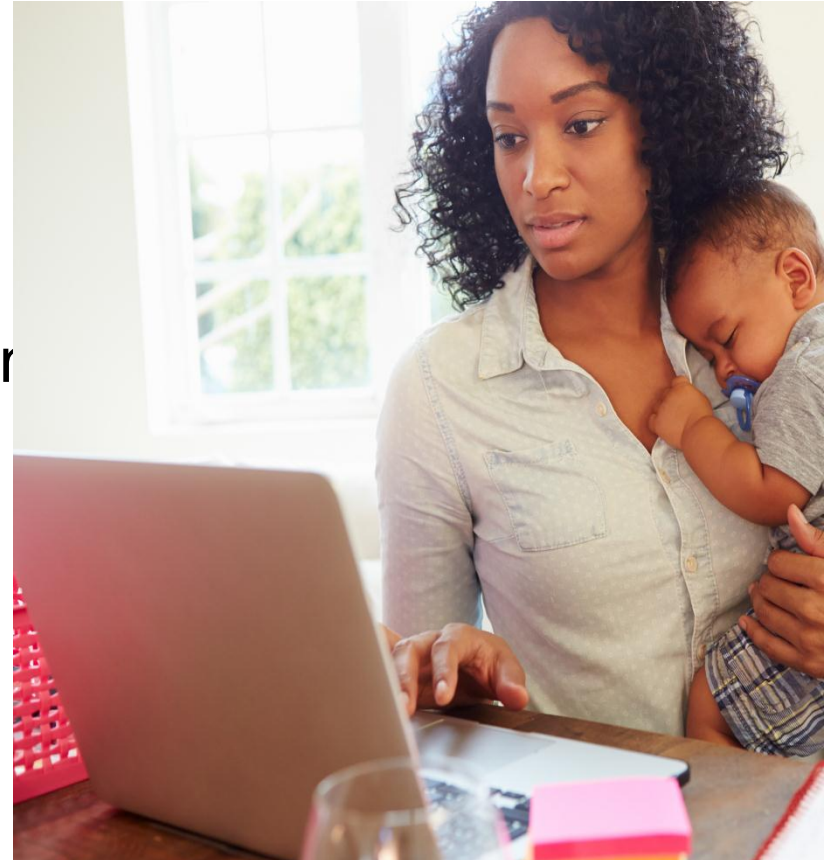
The business case

Research by McKinsey Global Institute found that more than **£600 billion**, or **26%**, could be pegged on to the gross domestic product (GDP) in 2025 if women and men played an identical role in the UK labour market.



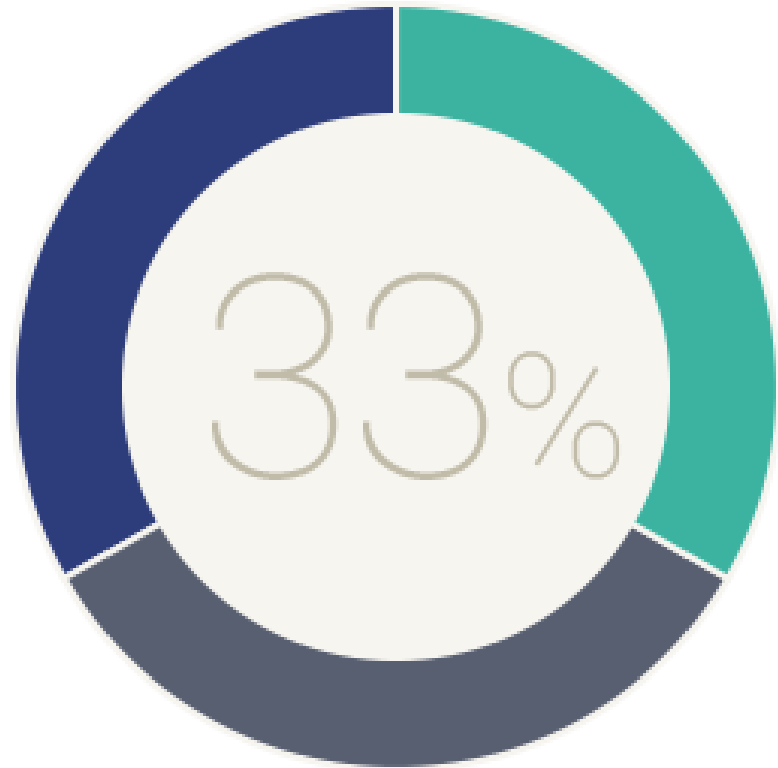
The causes of the pay gap

- Part-time work
- Education
- Where you live
- A link with housework
- Direct or indirect sex discrimination
- Differences in rewards
- **Pregnancy, maternity and return to work**



Addressing the pay gap by addressing pregnancy and maternity discrimination

The Institute of Fiscal Studies report that women find that by the time their first child reaches the age of 12, their hourly pay is down 33% versus that of men.



Pregnancy and maternity research:

OUR RESEARCH FINDINGS



77%

Independent research commissioned by the Equality and Human Rights Commission (EHRC) and the Department for Business, Innovation and Skills (BIS) found that **77 per cent** of mothers said they had received a negative or possible discriminatory experience at work. For example being demoted, refused training opportunities or put under pressure to leave.

3,000



This research is based on interviews with more than **3,000** mothers and **3,000** employers across Great Britain. If scaled up to the general population, this would mean a total of **390,000** women affected each year.



One in five mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and/or colleagues; if scaled up to the general population this could mean as many as **100,000** mothers a year.



84%

Conversely, the majority of employers (**84 per cent**) recognised it was in their interests to support pregnant employees and employees on maternity leave. **This commitment is not translating into practice.**



WORKING FORWARD

SUPPORTING PREGNANCY
AND MATERNITY RIGHTS

"I pledge to make my workplace the best it can be for pregnant women and new mothers".

Pledge your support as part of Working Forward; supporting pregnancy and maternity rights.

Our research has shown that there are four areas where you can really make a difference for pregnant women and new mothers – and your business.

1

Leadership from the top



Driving long-term positive change and a significant cultural shift across the business community. 84% of employers recognised it was in their interest to support pregnant employees and employees on maternity leave.

2

Supporting line managers



Open two-way communication between employees and line managers is crucial to feeling supported and valued. Confident and valued employees are more likely to return to work.

3

Ensuring confident employees



Line managers are the first point of contact for employees so it is crucial they are equipped & feel supported. 55% of employers provided no guidelines, training or support to managers on pregnancy and maternity.

4

Promoting family friendly policies



Advertising jobs with flexible options, where appropriate, and promoting a wide range of flexible working practices has positive effects on staff retention and motivation.

WHY WE NEED CHANGE

to make **British workplaces** the best they can be for pregnant women and new mothers

WORKING
FORWARD

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