



Supporting fathers in the workplace

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About Working Families

UK's work life balance charity.

At the forefront of creating flexible, family friendly workplaces for nearly four decades.

Support employers with training, membership, and consultancy.

Benchmark best practice and awards for outstanding employers.

Creating a work-life balance

What does research tell us about what working fathers need?

What are the benefits to the employer in meeting those needs?

Three essential actions to support working fathers



working families

changing the way we live and work

About the Modern Families Index

- Surveyed 2,750 UK working parents
- Seeks to capture the experiences of ‘everyday’ families, however they are configured
- Describes the pressure points where family and work meet today
- Run in partnership with Bright Horizons, the fourth year of the *Index*

Modern Families under pressure

Only one in five families
says they have got the right balance
between time and money



to see their family thrive

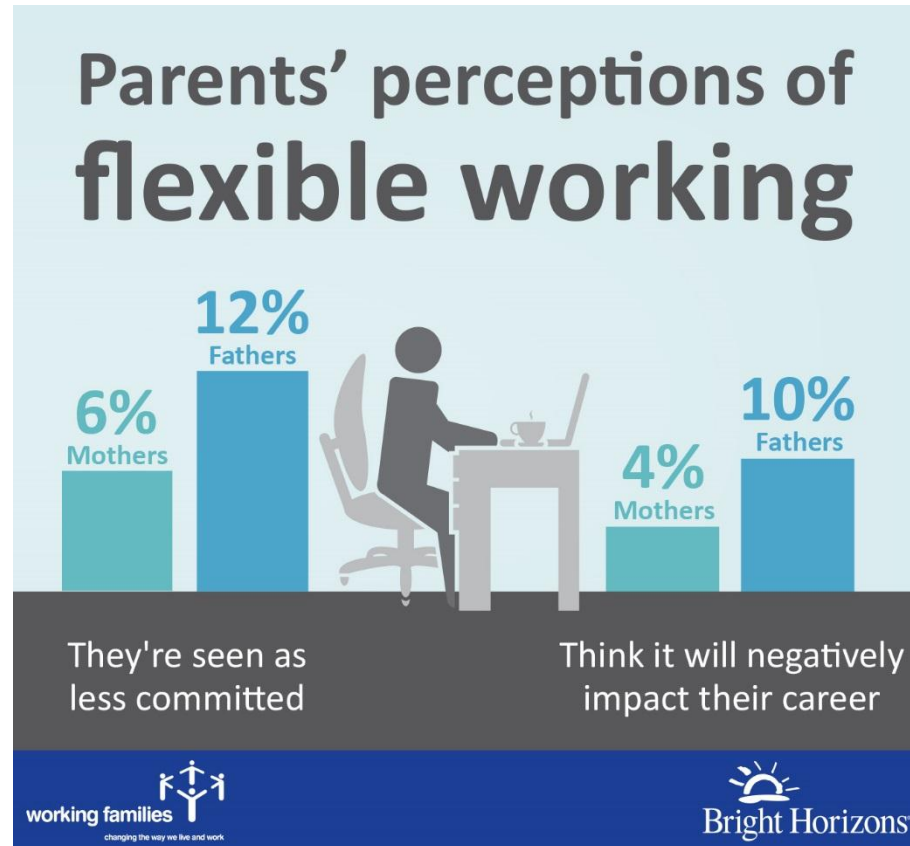
- Unsustainable workloads: One in five fathers are doing extra hours in the evening or weekends *all the time*.
- Half of parents agree that their work life balance is increasingly a source of stress.
- 47% of parents think that it has become more financially difficult to raise a family in the last two years.

UK risking a ‘fatherhood penalty’?

- Family a high priority - quarter of fathers drop their children at school or nursery every day.
- A third of fathers feel burnt out regularly.
- Seven out of ten fathers would consider childcare before taking a new job or a promotion – career compromise?



The 'flexibility gap'



- Almost half of parents said they were not comfortable talking about work boundaries with their employer.
- Fathers are twice as likely as mothers to think flexible workers are viewed as less committed and that working flexibly will have a negative impact on their career.
- 39% of fathers feel resentful towards their employer about their work life balance.



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Flexible working and performance

Positive relationship between flexible working and individual performance

Positive factor in achieving a better work-life balance

Positive effect in reducing and managing stress levels

Culturally acceptable when available to all regardless of personal circumstances

Cranfield University and Working Families 2008

Work and relationships

Positive connection between work engagement and relationship quality

Work and life not separate – two sides of the same domain

Work goes home; home comes to work

Happy Homes and Productive Workplaces, Working Families and One Plus One, 2012

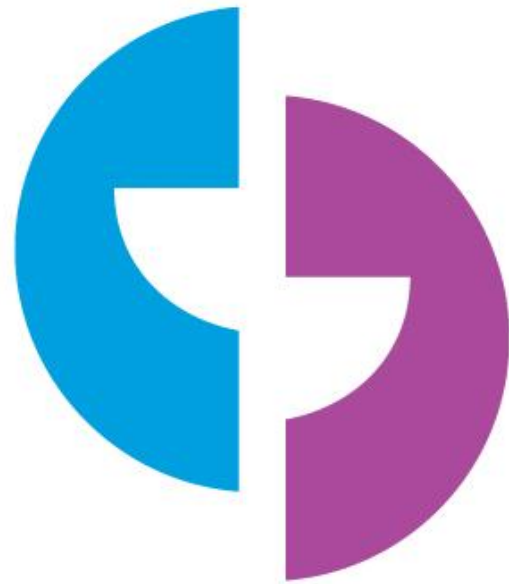
Three essential actions

#1 – father proof your parent and carer support

#2 – talk up your role models

#3 – change recruiting culture

Flexibility from the outset



**happy to
talk flexible
working**

Further support

- Advice and information to enable you to create a flexible, family friendly workplace
- Benchmark how family friendly and flexible your organisation is
- Workshops and webinars for employees
- Keep up to date with best practice
- Access to online resources and toolkits for managers
 - workingfamilies.org.uk/employers
 - [@workingfamUK](https://twitter.com/workingfamUK)
 - [linkedin.com/company/working-families](https://www.linkedin.com/company/working-families)

“Working Families thought leadership has been critical to the evolution of both our practice and our strategy and they understand the commercial world and the challenges and opportunities it can bring in achieving these goals.”

American Express