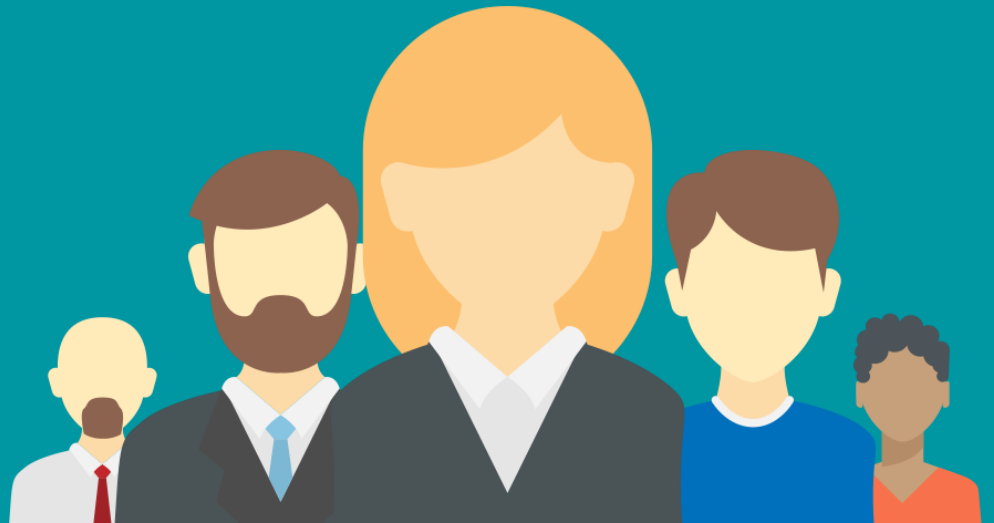


Managing maternity leave and pregnancy in your workplace

GED Conference
23 November 2016



**WORKING
FORWARD**

SUPPORTING PREGNANCY
AND MATERNITY RIGHTS



@EHRC
#WorkingForward

Agenda

1. The Business Case for Gender Diversity
2. Research Findings
3. Practical Steps
 - a) BT
 - b) Royal Mail
 - c) Questions and Answers
4. Discussion
5. Group Reflections

The Business Case

Research shows that companies that retain more women in their workplace gain a competitive edge.

It found that businesses in the top quartile for gender diversity are:

- A) 5%
- B) 10%
- C) 15%

more likely to outperform the national industry median?



Research from McKinsey found -



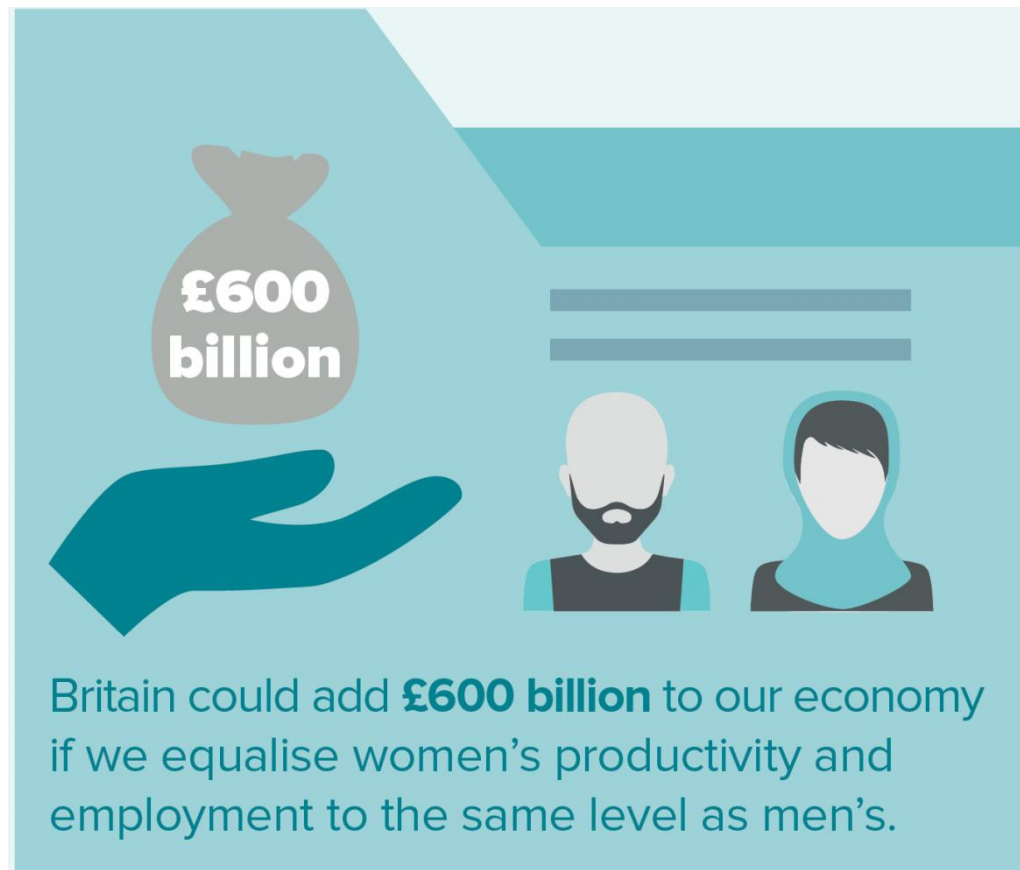
The Business Case

How much could be added to the British economy if women's productivity was equalised to the same level as men?

- A) £500 million
- B) £100 billion
- C) £300 billion
- D) £600 billion



Government Equality Office research has found -

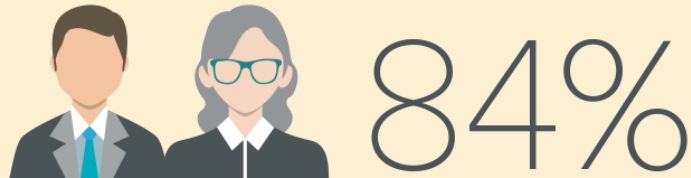


Research

- Largest scale research of its kind
- questionnaire and interviews



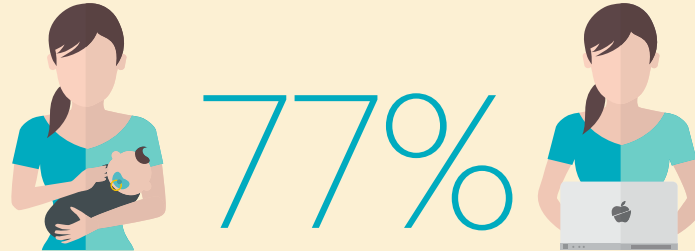
We found -



The majority of employers (84%) recognise it was in their interests to support pregnant employees and employees on maternity leave.



However -



of mothers say they have received a negative or possible discriminatory experience at work according to our research.



If scaling up to the general population, this would mean a total of 390,000 women are affected each year.

The research pointed to 4 ways to bridge the gap:

Demonstrating strong leadership from the top down




Ensuring confident employees



Training and supporting line managers

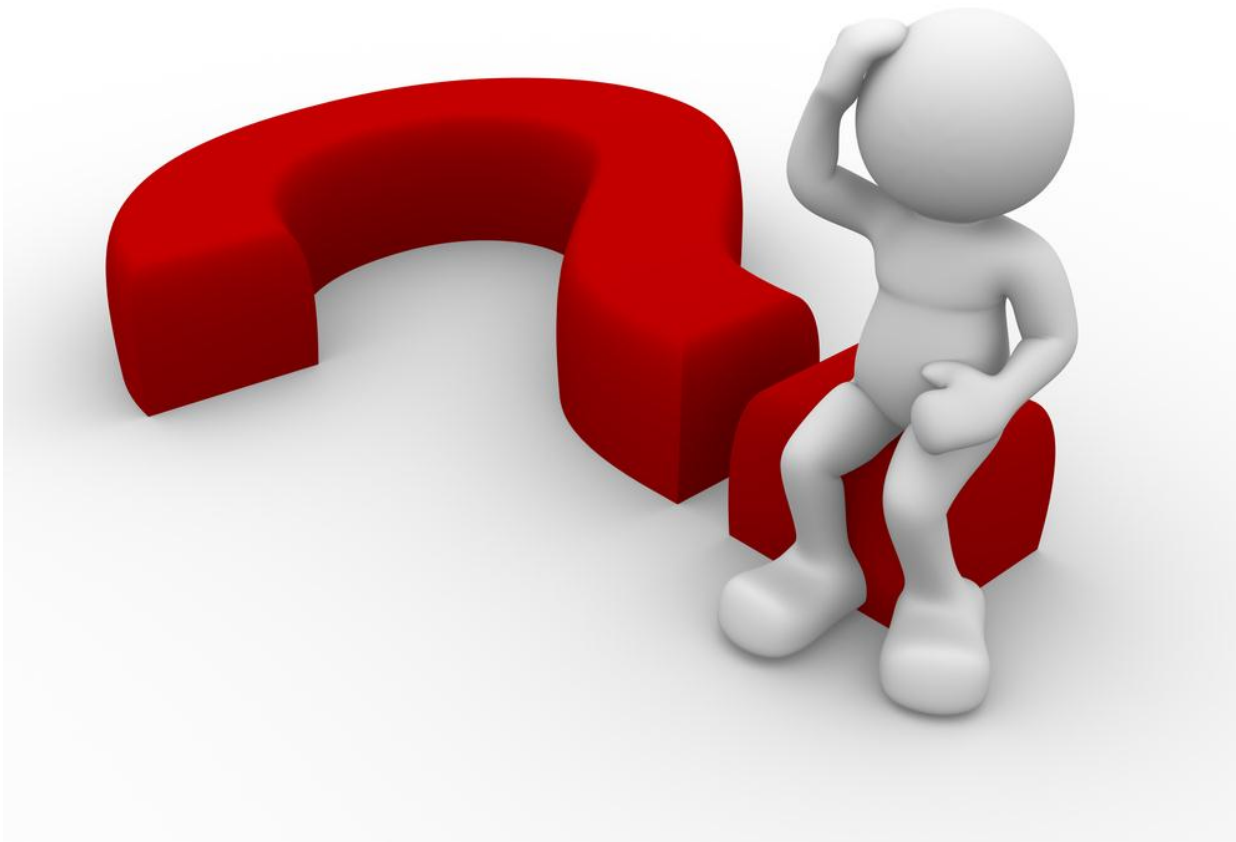


Offering flexible working practices



Practical Steps





Discussion



Group Reflections -



Reference Page

- **EHRC Research**
 - <https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-findings>
- **EHRC Advice and Guidance**
 - <https://www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/faqs-employers>
- **Working Forward**
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