

Working Better: Fathers, Family and Work

The Equality and Human Rights Commission recently published its fathers and flexible working report.

This report has found, many British fathers are working long hours, struggling to balance work and family and fear that requesting flexible working will damage their careers.

Forty-five per cent of men fail to take two weeks' paternity leave after the birth of their child with the most common reason provided being because they can't afford to. Two in five men fear that asking for flexible working arrangements would result in their commitment to their job being questioned and would negatively affect their chances of a promotion.

The report also points to an opportunity for employers to gain a competitive advantage in recruitment, as two in three fathers consider the availability of flexible working to be important when looking for a new job.

One approach to balancing work and family commitments outlined in the report is to expand paternity and parental leave schemes. The Commission has previously outlined a series of fully costed policies that would help to meet the needs of businesses and modern families as part of its [Working Better](#) Initiative.

Andrea Murray, Acting Group Director Strategy from the Equality and Human Rights Commission said:

“It is clear that today's families require a modern approach to balancing work and childcare commitments. Fathers are telling us they are not spending enough time with their families and want to take a more active role in shaping the lives of their children.

“Two-thirds of fathers see flexible working as an important benefit when looking for a new job. This highlights an opportunity for British businesses to use flexible working as an incentive for attracting and retaining the most talented of employees. Some companies which have adopted forward thinking policies towards

families are reporting increased productivity, reduction in staff turnover, reduced training costs and an ability to respond better to customer requirements.”

To access the full report please visit:

<http://www.equalityhumanrights.com/media-centre/fathers-struggling-to-balance-work-and-family/>

To read more about the Working Better Initiative please visit:

http://www.equalityhumanrights.com/cgi-bin/generate.pl?page_id=_s4a934839&save=screen&session=