



March 2019

Girlguiding response to pregnancy and maternity discrimination consultation

Question 1: To what extent do you agree that protections against redundancy for a period following return to work should be aligned with those already in place during maternity leave.

Strongly agree

Question 2: Please give reasons for your answer.

We agree that there should be additional protection for new and expectant mothers in pregnancy, maternity leave and at least 6 months after returning to work. Our annual Girls' Attitudes Survey with nearly 2000 girls and young women aged 7-21 from in and outside guiding shows that girls are concerned about the impact that having children will have on their careers and fear that employers prefer to hire men. Extending redundancy protections would help to address these fears by prevent women who choose to have children being treated unfairly.

Our 2018 survey showed that:

- 73% of girls aged 11-21 think that women have to work much harder than men to success compared to 57% in 2011
- 67% of girls aged 11-21 think women do not have the same chances as men compared to 53% in 2011

Our 2016 survey showed that:

- 45% of girls aged 11 to 16 thought employers preferred to hire men over women - this increases significantly to 64% aged 17 to 21
- Only 39% of girls aged 11 to 21 said having children wouldn't affect their career
- 86% of girls aged 7 to 10 said girls and boys have the same chance of succeeding in their future jobs, however, this compared to 54% of girls aged 11 to 16, and only 35% for girls aged 17 to 21

Our 2013 showed that:

- 70% of girls aged 7 to 21 said they wanted to combine having children and maintaining a career. However, they were also concerned that having children would negatively affect their career (46% aged 11 to 16, and 56% aged 16 to 21)
- 42% aged 11 to 21 said there aren't enough examples of women who successfully combine having children with a career



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Question 5: Do you agree that 6 months would be an adequate period of “return to work” for redundancy protection purposes?

Yes, at least this.

Question 11: Do you agree that the most direct equivalents to return to work from statutory maternity leave (on the basis that they are forms of leave that can potentially be taken by parent of either gender for longer periods) are:

- a) adoption leave yes
- b) shared parental leave yes
- c) longer periods of parental leave yes

Question 13: Supposing that the additional redundancy protection afforded by MAPLE is extended to mothers returning to work after maternity leave, to what extent do you agree that the same protection should be extended to those groups?
Strongly agree

Question 14: Please explain the reasons for your answer.
We support equal treatment for different types of families and people.

Question 17: How effective have these steps been in achieving their objective of informing pregnant women and new mothers of their employment rights? don't know

Question 18: Please give your reasons.
We don't have evidence on how well these are working. However, we support actions like making women on maternity leave aware of their rights and of promotion opportunities and training as this will help them be treated equally at work. Our 2017 Girls' Attitudes Survey showed 84% of girls and young women aged 11 to 21 expect equal opportunities with men at work.