



#CHANGETHEFACE



# VODAFONE #CHANGETHEFACE 2022

**A debrief from the numbers lab**

February 2022

# Background & Methodology

## Research Objectives

Vodafone, as part of our [#changetheface](#) initiative wanted to commission some research to provide relevant and engaging content for thought-leadership throughout the year.

In partnership with the numbers lab, we collaborated on [an online study of working mothers and fathers in the UK, South Africa, Italy, Germany, Spain and Turkey](#) to understand the impact on working mothers in this new post-pandemic world.

Specifically we explored topics such as:

- The [impact of Covid](#)
- The [impact of working patterns](#)
- The [role of their employer](#) in support
- Their [post-Covid plans and ambitions](#)



# Research Audience

## Family life profiling

- Those in **Europe** more likely to have **one child** families.
- **Single parents** more likely in **UK** and **SA**.
- Tend to see a **higher social class outside of Europe** – whilst keeping in mind survey criteria.



	UK (a)		South Africa (b)		Italy (c)		Germany (d)		Spain (e)		Turkey (f)	
	Mother	Father	Mother	Father	Mother	Father	Mother	Father	Mother	Father	Mother	Father
Average Age	39	43	33	36	38	40	36	39	39	43	39	37
One child	46% (b)(f)		36%		47% (b)(f)		54% (a)(b)(c)(f)		50% (b)(f)		36%	
Two children	39%		42% (d)		43% (d)		33%		42% (d)		40%	
Three + children	16% (c)(e)		21% (a)(c)(d)(e)		11%		13% (e)		8%		25% (a)(c)(d)(e)	
Single Parent	34% (c)(d)(e)(f)		33% (c)(d)(e)(f)		15% (f)		25% (c)(f)		25% (c)(f)		9%	
Age of children: 0 - 6	57%		87% (a)(c)(d)(e)(f)		58%		73% (a)(c)(e)		57%		76% (a)(c)(e)	
Age of children: 7 – 11	42%		48% (c)(d)		38%		38%		43%		47% (c)(d)	
Age of children: Over 12	67% (b)(d)(e)(f)		48%		61% (b)(d)(e)		46%		50%		55% (d)	
ABC1	63%		73% (a)(c)(d)(e)		67% (d)(e)		59%		60%		82% (a)(b)(c)(d)(e)	
C2DE	37% (b)(f)		27% (f)		33% (b)(f)		41% (b)(c)(f)		40% (b)(c)(f)		18%	

↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# Research Audience

## Workplace profiling

- **Fathers** are almost always found to be currently working **Full Time** and trend towards more **senior level** roles.
- Similar levels of **self employment** across regions.
- Wide range of **sectors** worked in.



	UK (a)		South Africa (b)		Italy (c)		Germany (d)		Spain (e)		Turkey (f)	
	Mother	Father	Mother	Father	Mother	Father	Mother	Father	Mother	Father	Mother	Father
<b>Full Time</b>	55%	89% ↑	73%	78%	55%	92% ↑	47%	93% ↑	66%	95% ↑	86%	87%
<b>Part Time</b>	43%	9% ↓	21%	18%	41%	8% ↓	49%	6% ↓	29%	5% ↓	12%	12%
<b>Self Employed</b>	19%	23%	28%	23%	33%	30%	16%	13%	19%	24%	43%	40%
<b>Return to Work</b>	12%	4% ↓	16%	11%	18%	2% ↓	14%	3% ↓	13%	2% ↓	9%	3% ↓
<b>Entry or junior level</b>	23%	14% ↓	24%	16%	17%	6% ↓	13%	8%	15%	7% ↓	9%	8%
<b>Mid-level</b>	50%	54%	49%	52%	54%	63%	62%	71%	55%	57%	46%	51%
<b>Senior-level</b>	14%	28% ↑	18%	28% ↑	19%	29% ↑	11%	14%	20%	35% ↑	44%	37%
<b>Top Sectors</b>	Healthcare	Construction	Education	Construction	Professional services	Professional services	Healthcare	Retail	Professional services	Professional services	Education	Education
	Retail	Retail	Healthcare	Sales	Healthcare	Construction	Retail	Sales	Sales	Construction	Retail	Engineering
	Education	Banking	Retail	Professional services	Education	Banking	Education	Engineering	Hospitality	Retail	Healthcare	Construction

↑(x)↓(x) Significantly higher or lower vs **MOTHERS** @ 95% confidence interval

## Global Headlines

- Mothers are almost **twice as likely** to agree that they take the **lion's share** of **childcare pressures** and **1 in 4** spent **less time** on **paid work** as a result.
- Almost **1 in 2 Mothers** felt their **work performance was negatively impacted** due to increased childcare pressures and **3 in 4** feel that it is **crucial to plan ahead** to achieve a balance in their week.
- With **3 in 4 mothers** wishing they had **more support through the Pandemic**, employers play an important role in future to offer both **emotional** and **functional support mechanics to all parents**
- Mothers remain **resilient** – **3 in 4 are confident** that they'll be able to **maintain a work life balance** in future and the **majority** have a sense of **positivity** and **ambition** in **themselves** and their **future careers**

I **loved being with my child more** - being a mum of a young boy and helping him learn more! Balancing work at home with a small child has been a challenge but I loved it  
(Mother, UK)

I was able to take care of my son, but I had to **give up work**  
(Mother, IT)


If the pandemic ends it would probably be a **very positive thing for the balance** between work and childcare  
(Mother, IT)

[We need employers] .... to allow us to **create our own work schedules** in terms of working at home within the work time and not discussing work after hours  
(Mother, SA)

# 01

## THE COVID IMPACT





Mothers are almost ***twice as likely*** to agree that they take the ***lion's share*** of ***childcare pressures*** and ***1 in 4*** spent ***less time*** on ***paid work*** as a result – but most agree the ***time spent*** with ***children*** was a ***positive***

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I loved being with my child more - being a mum of a young boy and helping him learn more!  
**Balancing work at home with a small child has been a challenge but I loved it**

(Mother, UK)

I was able to take care of my son, but I **had to give up work**

(Mother, IT)

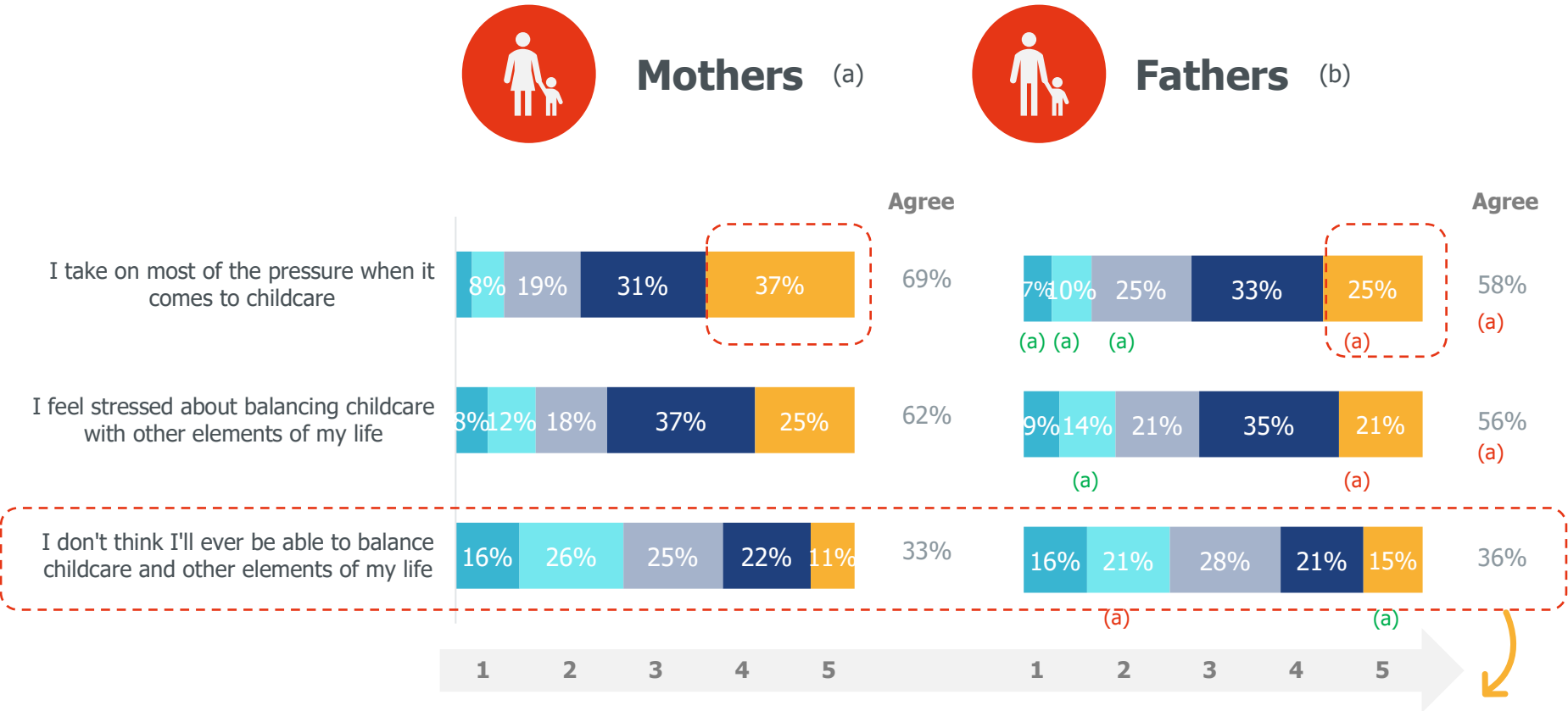


# Pressures and stresses of family life are firmly felt by Mothers

However, there is general agreement that pressures are short lived, and that balance is possible!

## Life Balance Pressures

5-point agreement scale



↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

Higher amongst single father's vs single mothers

"It made me feel very **stressed** because I felt unsure about how I would be able to look after everyone, support everyone **financially** and at the same time keep everyone **safe** and **healthy**." (Mother, SA)

"I thought I was doing enough for the kids, but I always felt that there was **something missing**. I thought I didn't spare enough time for them." (Mother, TK)

Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?

## GLOBAL DIFFERENCES

- A different picture in Germany where pressures are more muted
- Highest in Turkey for both Mothers & Fathers
- Highest in Turkey – even more so for Fathers



# A lot of that stress pre-dates Pandemic life – but sense of resilience emerges



And a need for balance has been exasperated as parents try to juggle work, life and childcare

## Life Balance Pressures

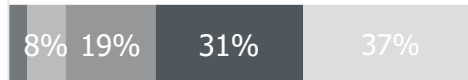
5-point agreement scale



### Mothers (a)

Agree

I take on most of the pressure when it comes to childcare



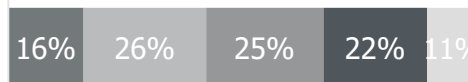
69%

I feel stressed about balancing childcare with other elements of my life



62%

I don't think I'll ever be able to balance childcare and other elements of my life



33%

1 2 3 4 5

This feels **better** since the pandemic started

I've **always** felt this way

This feels **worse** since the pandemic started

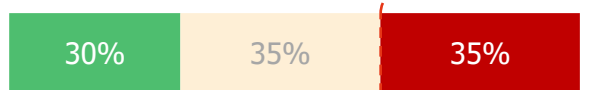


For the most part, things feels worse in the UK, whilst Italy & Turkey were more positive



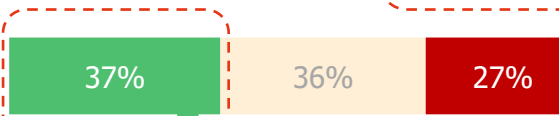
(b)

(b)



(b)

(b)



(b)

There's a sense that pandemic difficulties have given Mothers a boost in positivity and sense of being able to overcome challenges

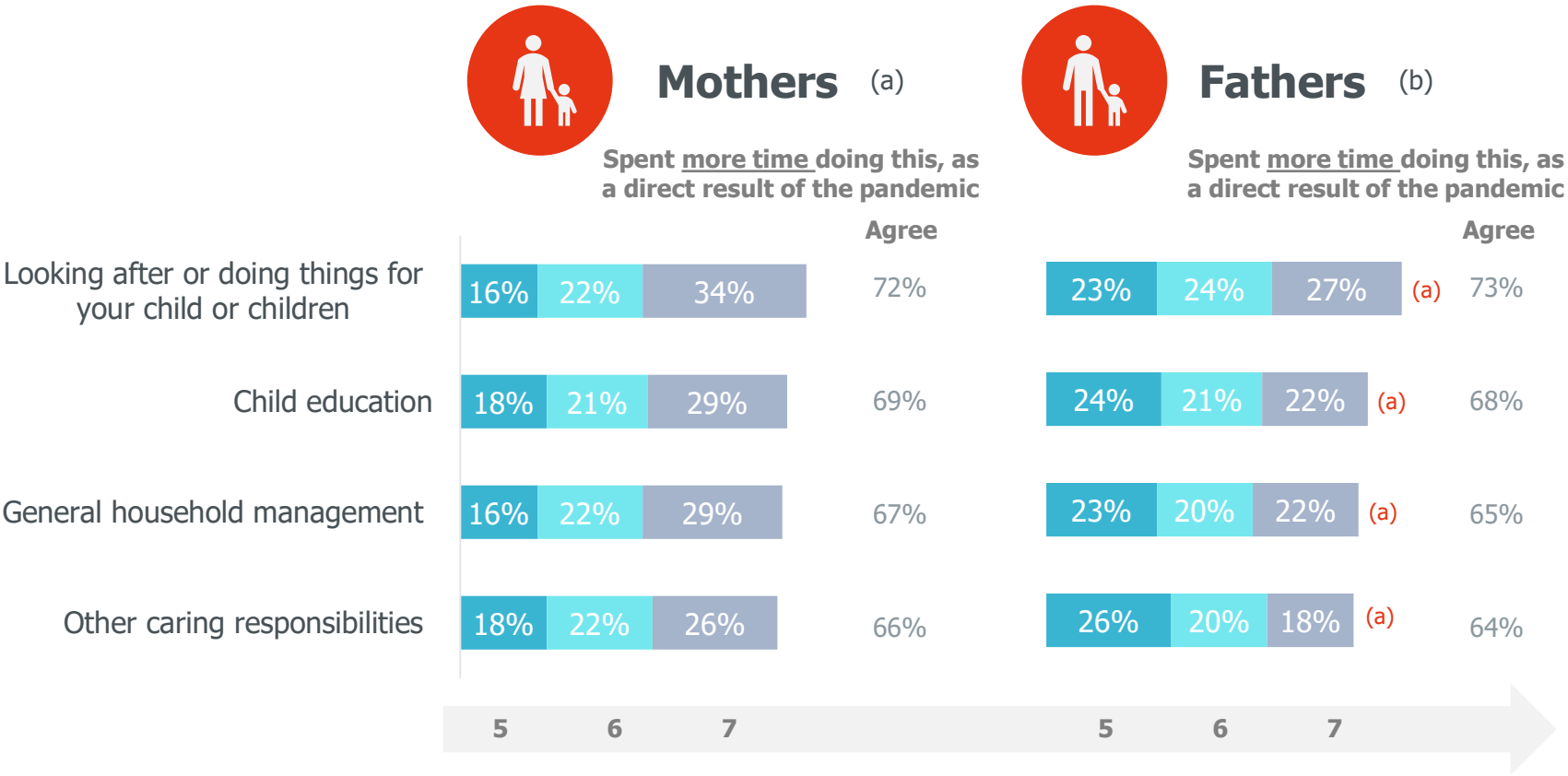
↑(x) ↓(x) Significantly higher or lower vs **FATHERS** @ 95% confidence interval

# Mothers & fathers alike spent more time running their home

Although mothers bore the brunt of the workload from childcare to household chores

## Household Management – Time spent

7-point agreement scale



“I have **dedicated more time to taking care of my children** because we were confined to our home, and we did not have the option to go out and enjoy the Summer.” (Father, SP)

“I felt **more responsible** in taking care of the home and children.” (Mother, IT)

*Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?*

### GLOBAL DIFFERENCES

- The gap is the widest within the UK
- The gap is the widest within the UK & Germany
- The gap is the widest within the UK & Germany
- The gap is the widest within the UK

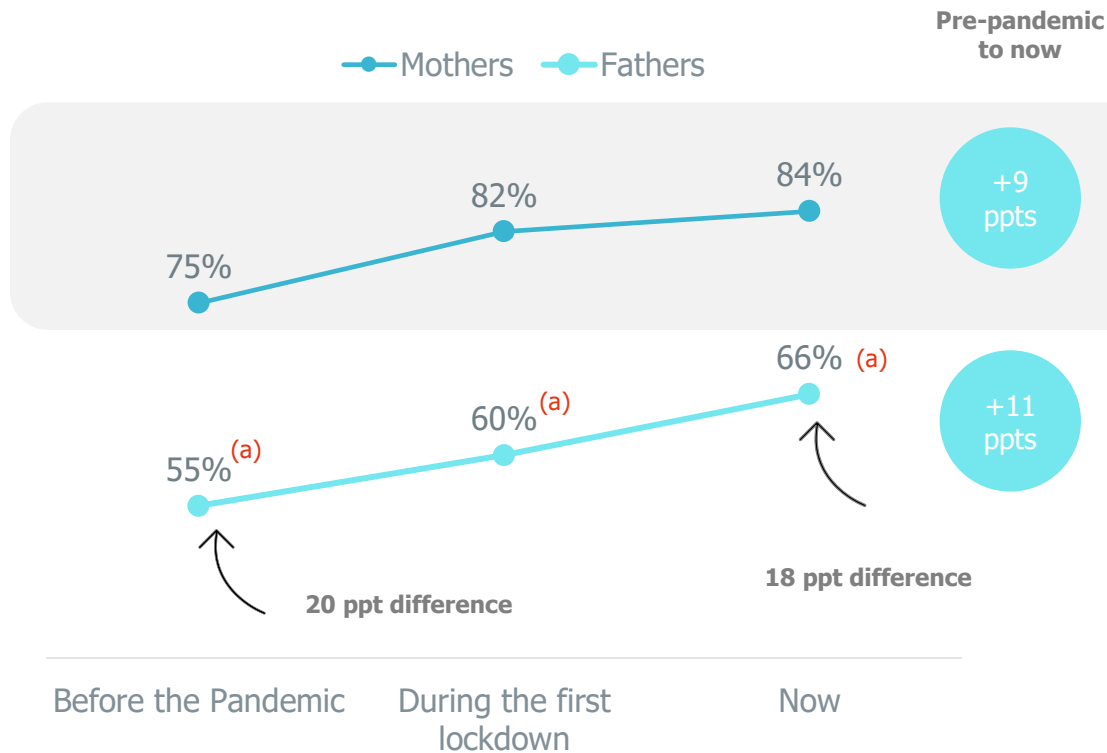
↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

B1. Please could you let us know, how much each area listed below has been impacted due to the pandemic? Base: Global Mothers = 1999 Fathers = 971 Internal

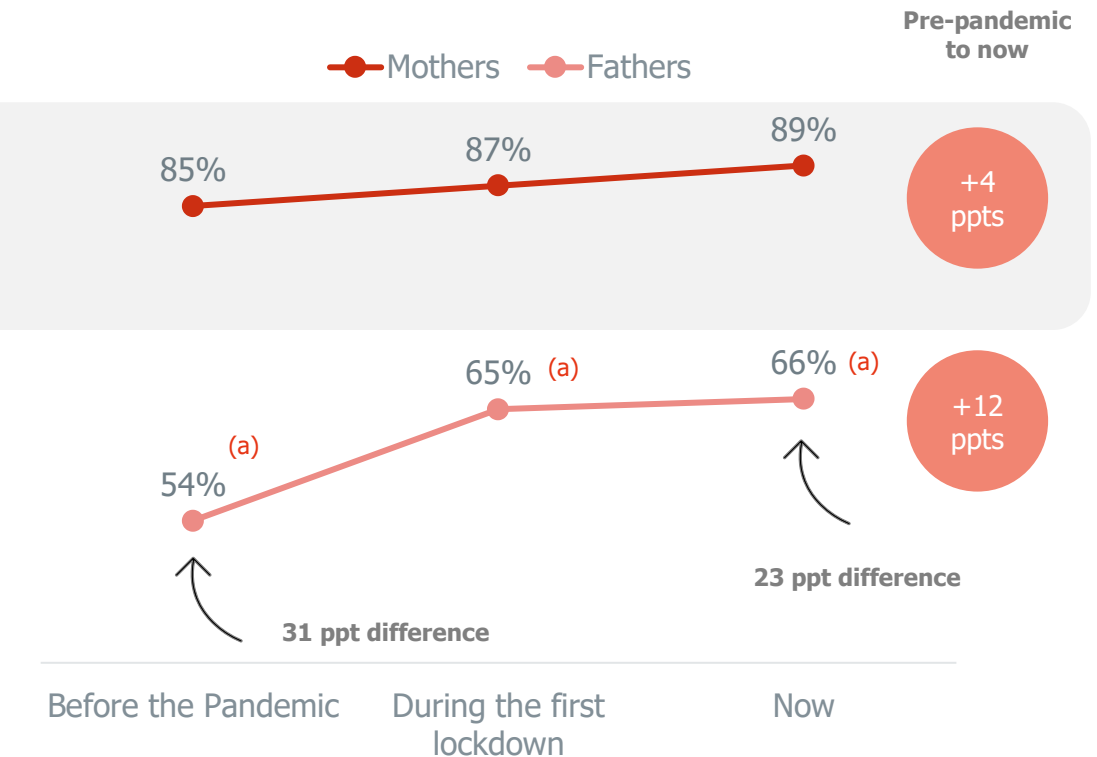
# The pandemic had a positive impact on the sharing of responsibilities

The gap on household responsibilities specifically is closing, but mothers maintain the lions share of childcare

## Childcare Responsibility



## Household Responsibility



Biggest disparity in childcare and household responsibilities seen in Italy and Turkey

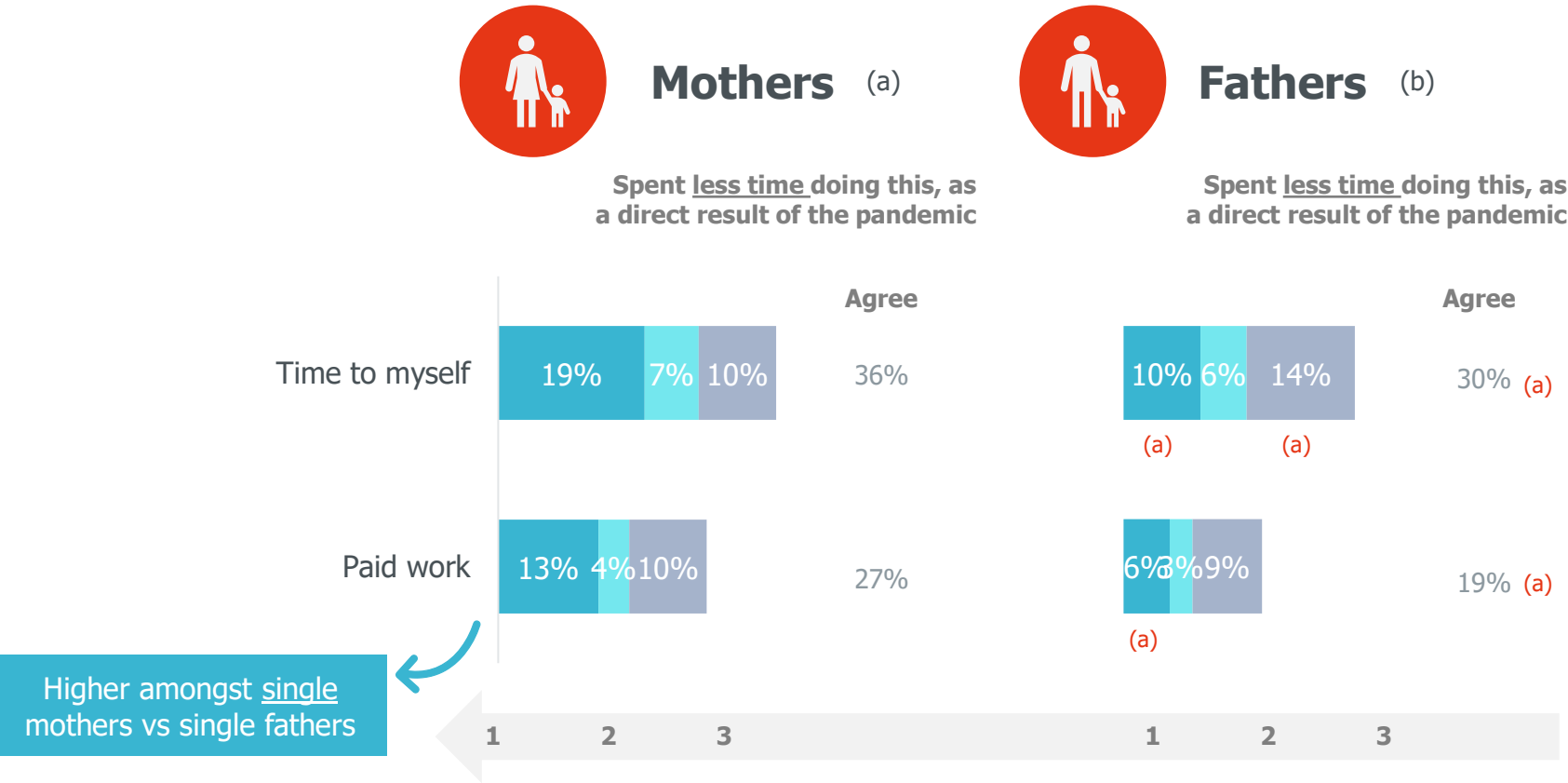
↑↓ Significantly higher or lower vs specified subgroup @ 95% confidence interval

# But Mothers also lost more; both their own time and paid work

Taking on the burden of childcare and household responsibilities has negatively impacted Mothers

## Household Management - Time lost

7-point agreement scale



"I felt **depressed** and **stressed** I think it was because I had less time to myself " (Mother, SA)

"I was stressed, I didn't have time for myself, just **cleaning, cooking, tidying caring** for my children 24 hours" (Mother, UK)

*Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?*

### GLOBAL DIFFERENCES

- Mothers in South Africa lost the most time to themselves and paid work too

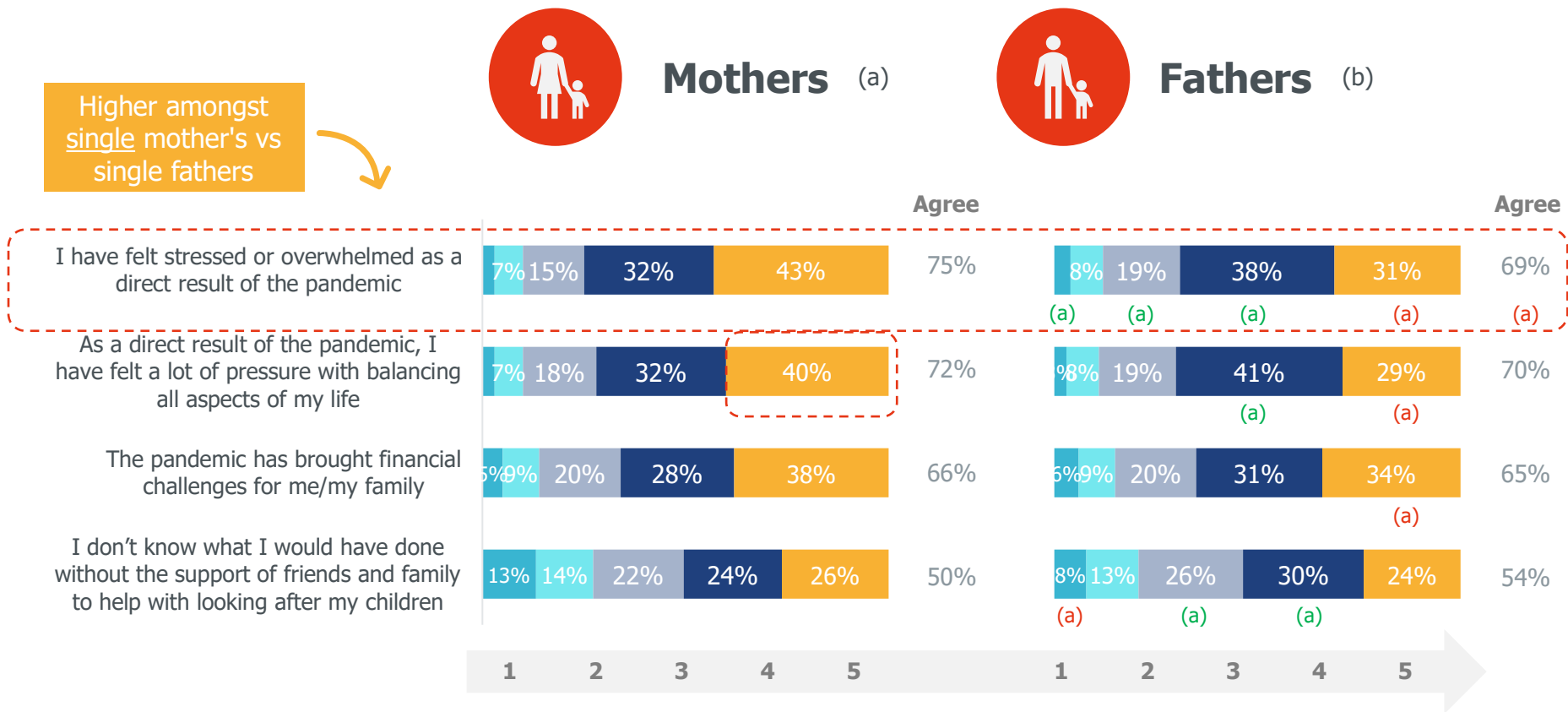
↑↓ Significantly higher or lower vs specified subgroup @ 95% confidence interval

# Stress is universal – albeit to differing degrees

But the pressure was ultimately felt more by Mothers

## Emotional Impact

5-point agreement scale



"It's **stressful** because it's worrying not knowing what to expect because of the pandemic and because of the pandemic I lost my job." (Father, SA)

"Much more **under pressure** than pre-pandemic. (Father, IT)

"**Financial** and **physical difficulties** were very tiring." (Father, TK)

Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?

## GLOBAL DIFFERENCES

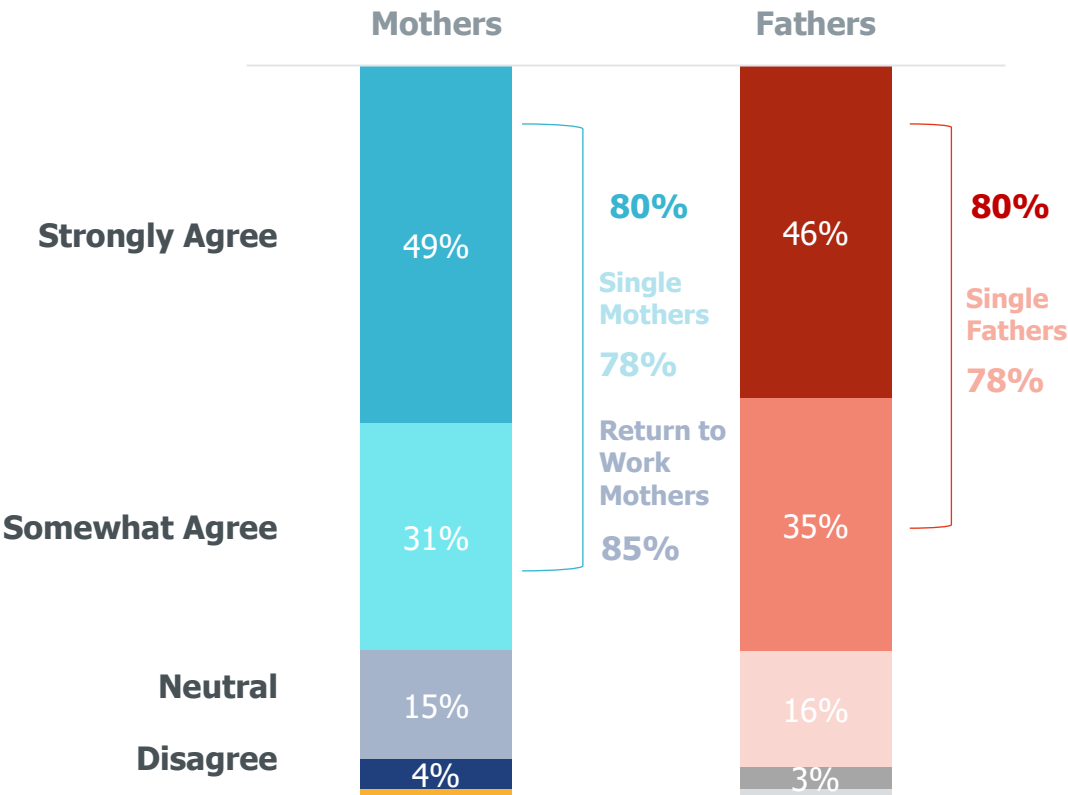
- The gap is the widest in Spain & SA
- The gap is the widest in Italy
- Financial impact highest for all in South Africa & Turkey
- The gap is the widest within the UK

↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# But positive exists! Mothers and Fathers agree!

Spending time with the kids, despite the challenges, has been a very clear plus (for most!!)

I've enjoyed spending more time with my children throughout the pandemic



"I genuinely enjoy doing things for my kids and spending time with them, it makes me feel good. I want to continue doing things for my kids"  
(Mother, SA)

"It makes feel more connected to my kids, because we have been spending a lot more time together"  
(Father, SA)

"I enjoyed working home so that I can spend more time with my children."  
(Mother, SA)

*Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?*



## IMPACT ON WORKING PATTERNS





Almost ***1 in 2 Mothers*** felt their ***work performance was negatively impacted*** due to increased childcare pressures and ***3 in 4*** feel that it is ***crucial to plan ahead*** to achieve a balance

I was able to take care of my son, but **I had to give up work**

(Mother, IT)

The important thing was not to panic and try to **organize in the best way**

(Mother, IT)



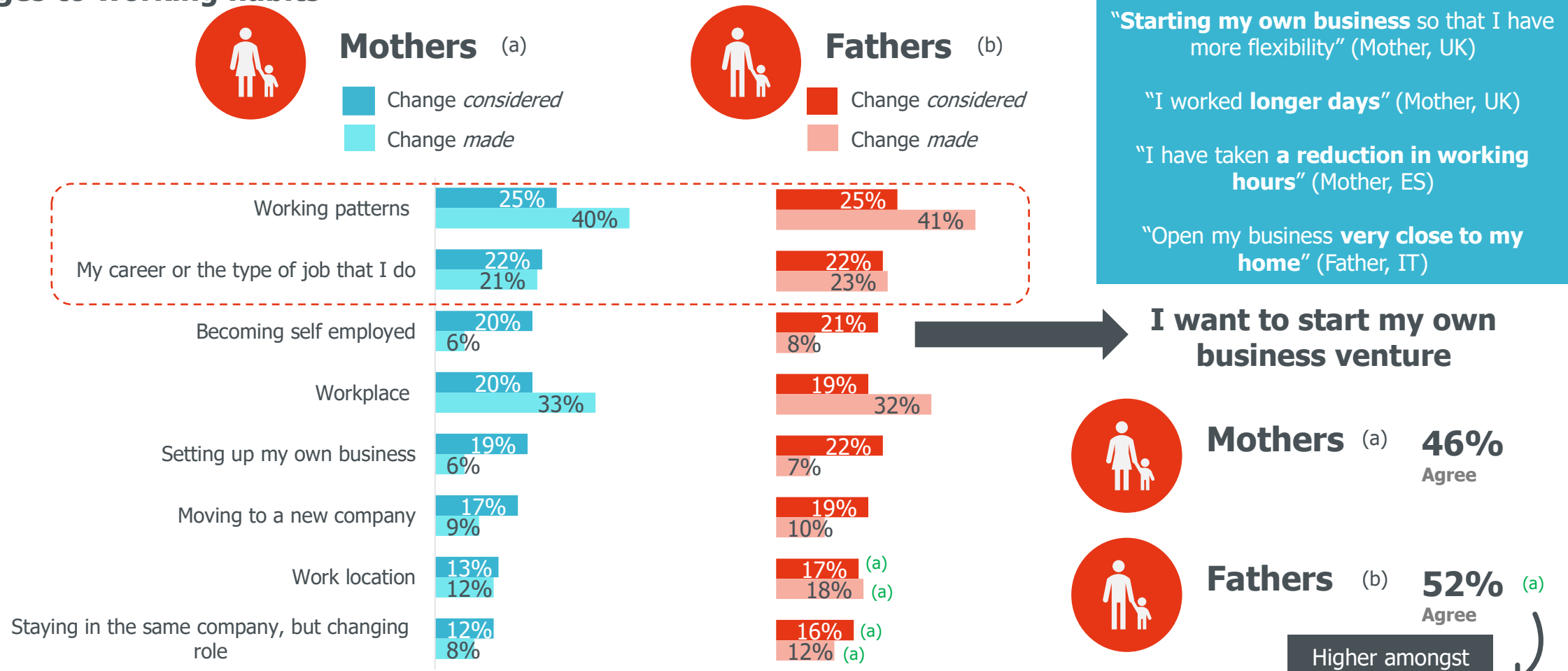


# Mothers and fathers alike considered changes to their working patterns



Changes were likely considered based on ability to provide flexibility & balance, but hesitancy amongst mothers to take too many risks

## Changes to working habits

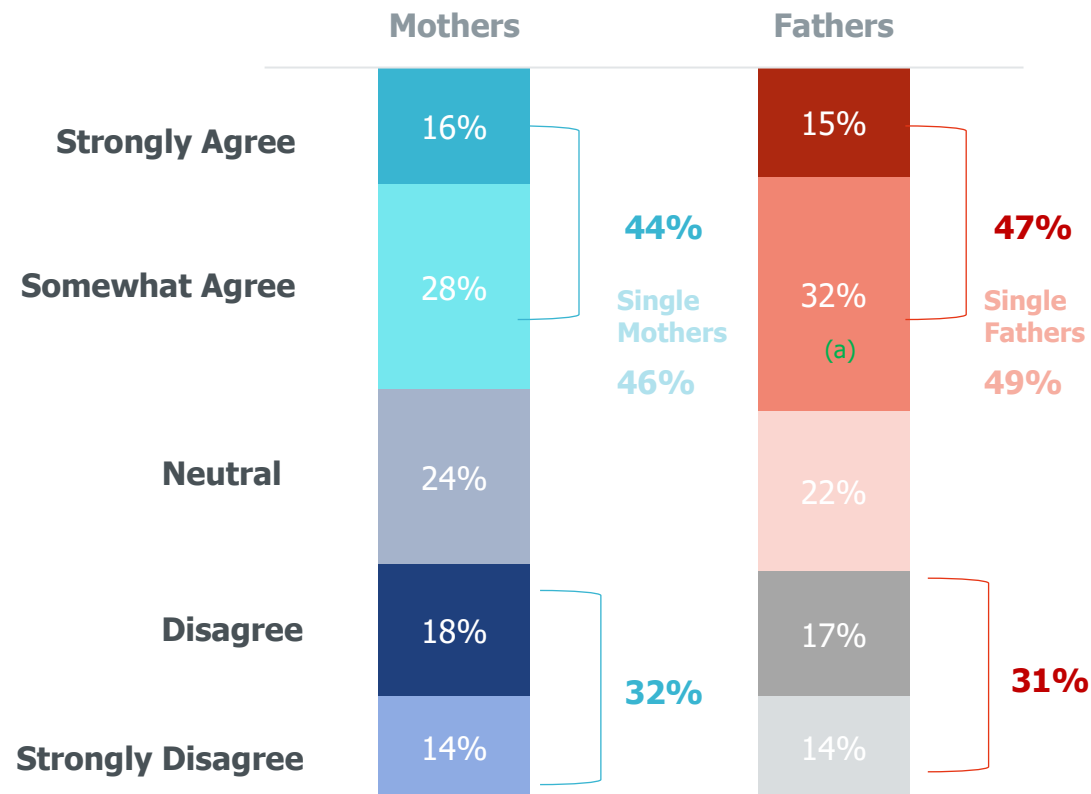


↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# The majority felt a negative knock on from childcare pressures

2 in 5 Mothers felt their workplace performance was impacted, but are polarized on whether the pandemic has improved or worsened the situation

**I feel like having to balance looking after childcare has negatively impacted my performance at work**



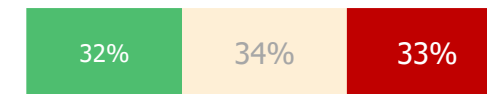
This feels *better* since the pandemic started

I've *always* felt this way

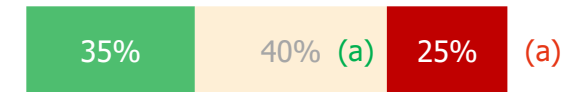
This feels *worse* since the pandemic started



(a)



(b)



"I was able to take care of my son, but I **had to give up work**" (Mother, IT)  
 "Stressed. **My job is at risk**" (Mother, UK)  
 "It was bad, I **was not able to train or look for a job**" (Mother, ES)

↑(x)↓(x) Significantly higher or lower vs **MOTHERS** @ 95% confidence interval

Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?

# Planning is crucial for Mothers to manage their week

Flexible working hours are a necessity for most, with Fathers altering their hours to make things work

## WFH Pressures

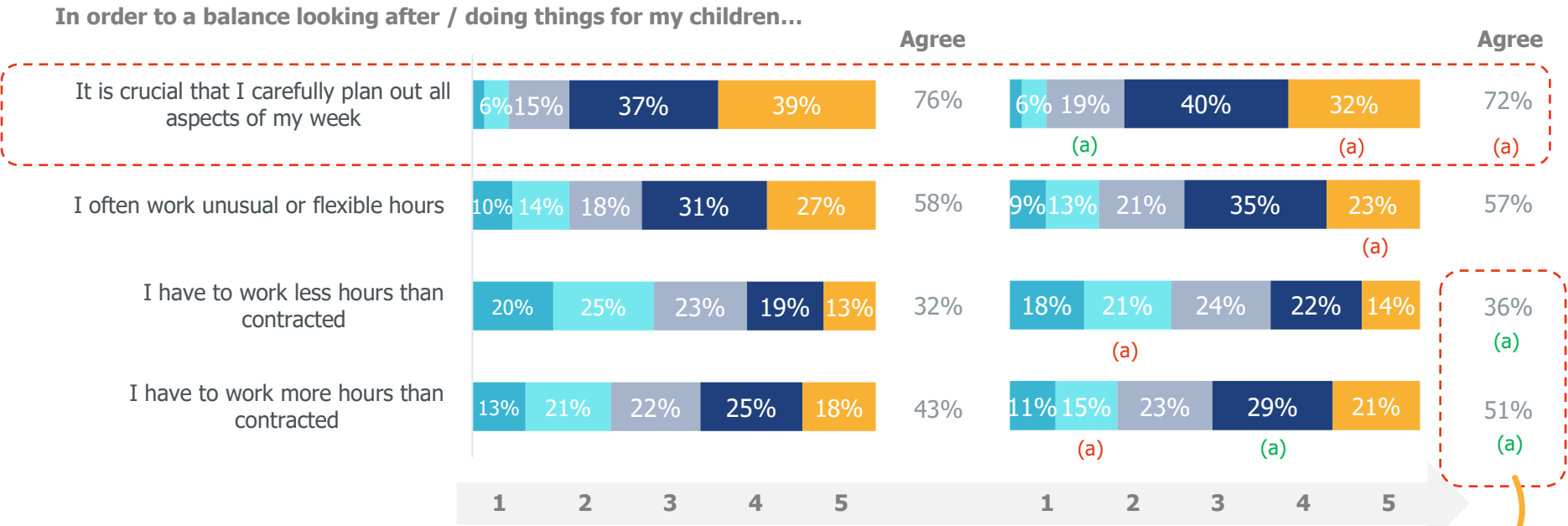
5-point agreement scale



Mothers (a)



Fathers (b)



↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

Sig higher amongst fathers in the UK

“Lots of **planning** and **arrangements.**” (Mother, DE)

“It made me know **I can do things by myself with planning.**” (Mother, UK)

“The **important thing was not to panic** and try to organize in the best way” (Mother, IT)

Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?

## GLOBAL DIFFERENCES

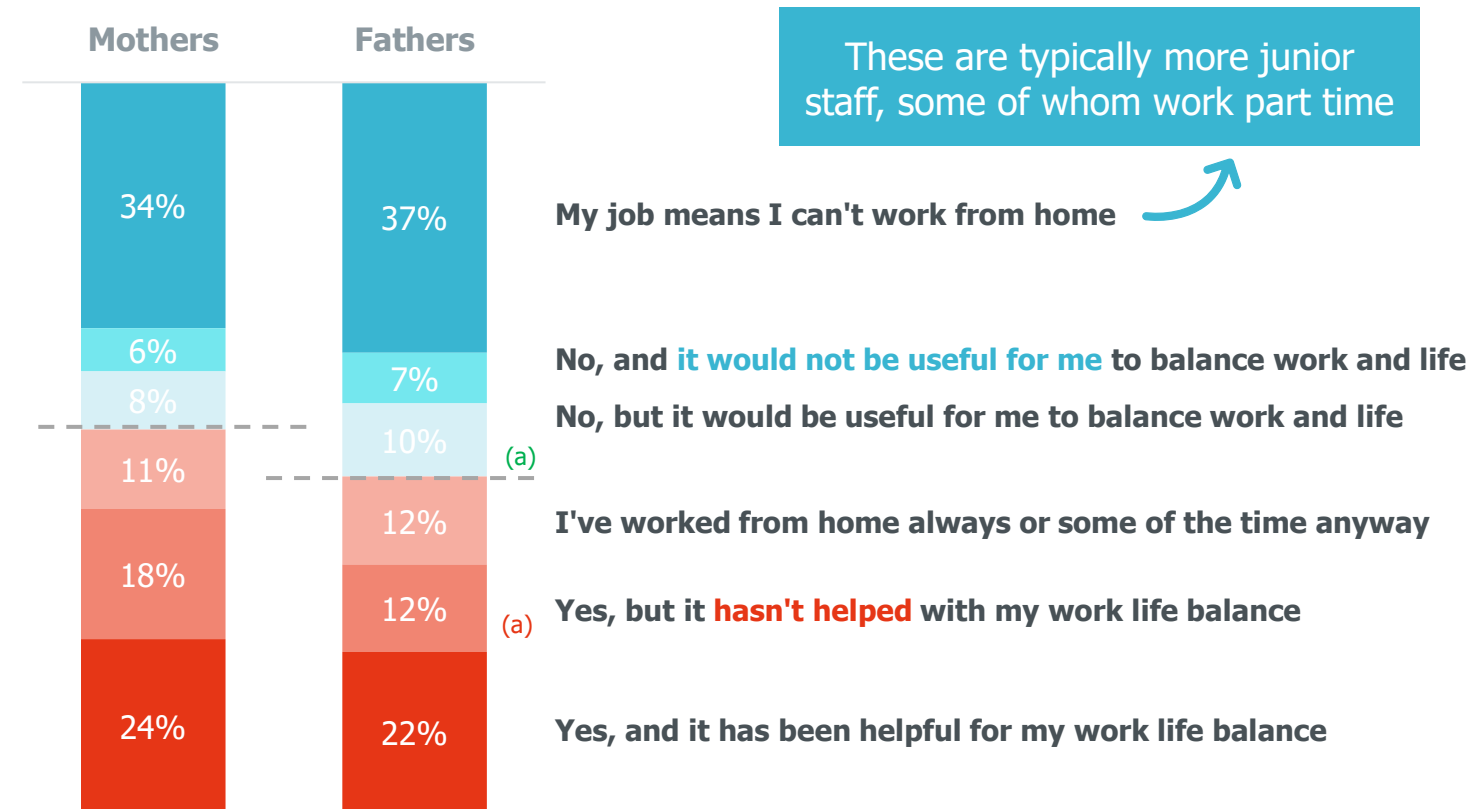
- Particularly strong in Turkey
- The gap is the widest within the UK
- The gap is the widest within the UK

# WFH behaviour is consistent, but it hasn't been as helpful for Mothers

Very few people who *want* to WFH are not currently doing so



## Working from home (Full Time workers)



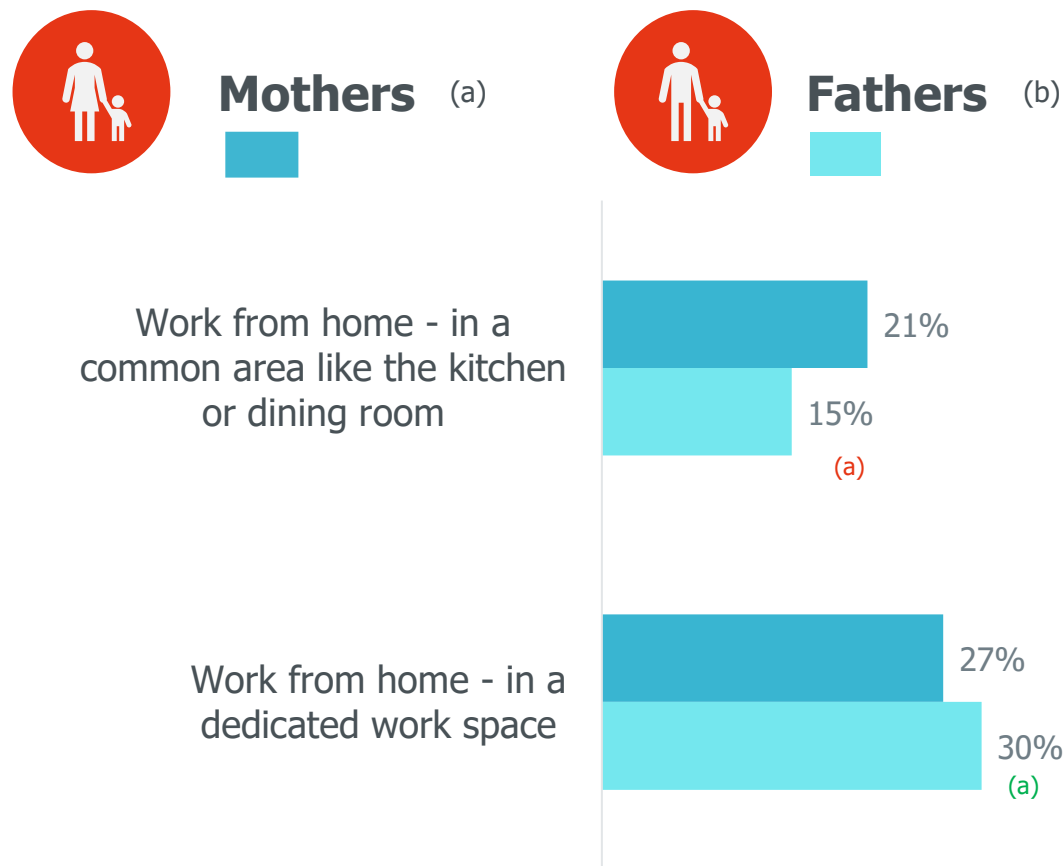
↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# For those who WFH, Mothers tend to have to 'make-do' in a common area

Whilst Fathers are more likely to have a dedicated work-space



## WFH Location (Full Time workers)



↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# There has been an impact on career progression across the board

For Fathers the loss has been financial, whilst Mothers feel more limited in finding new roles

## Progression Impact (Full Time workers)



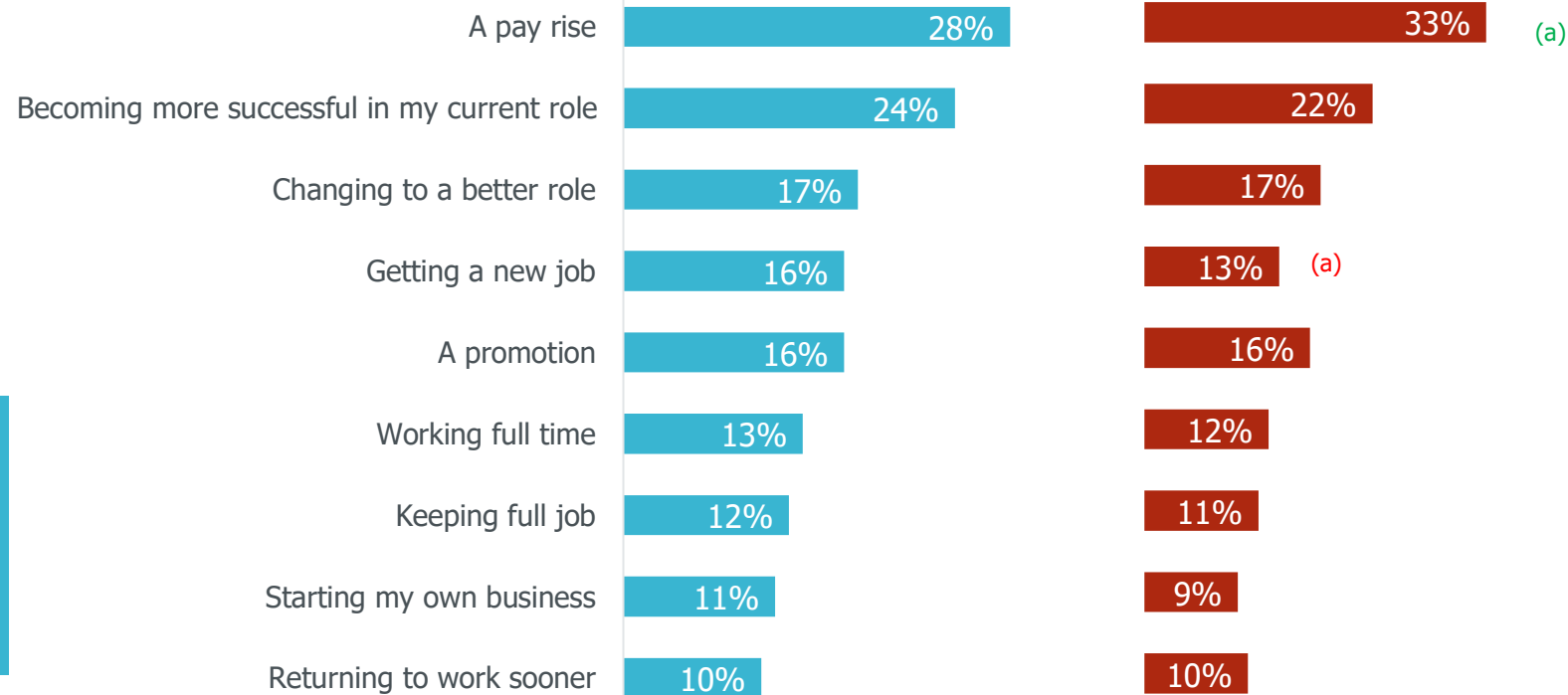
Missing out on a pay rise was specifically seen in Germany, Italy and the UK



### Mothers (a)



### Fathers (b)



↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# Childcare responsibilities were also a key deterrent of retuning to work

And for almost half the mothers we spoke to, childcare challenges resulted in a delayed return to the workplace

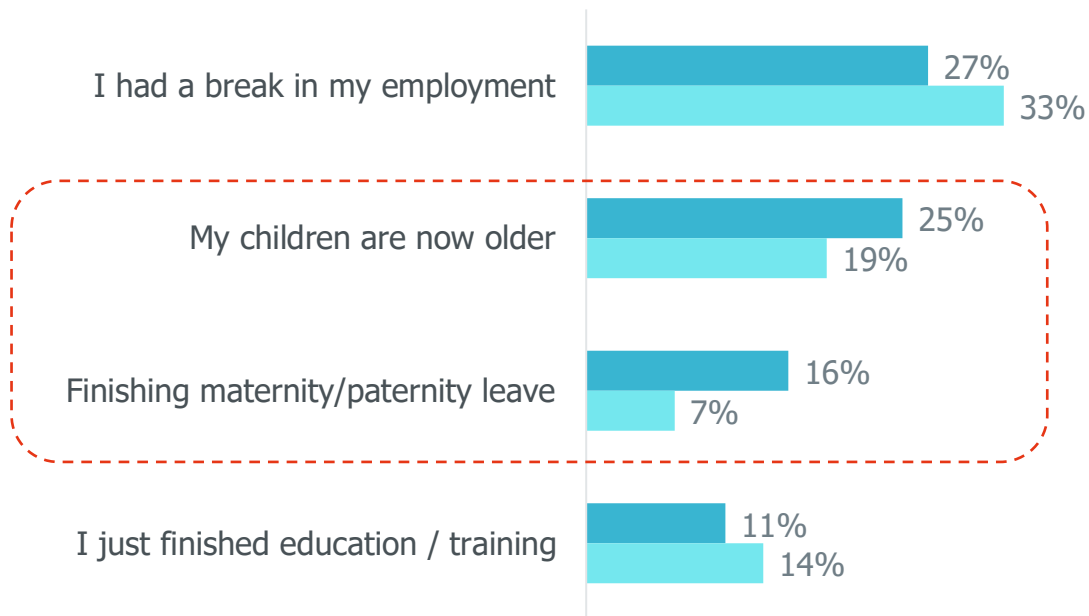
## Return to work reasons



**Mothers** (a)

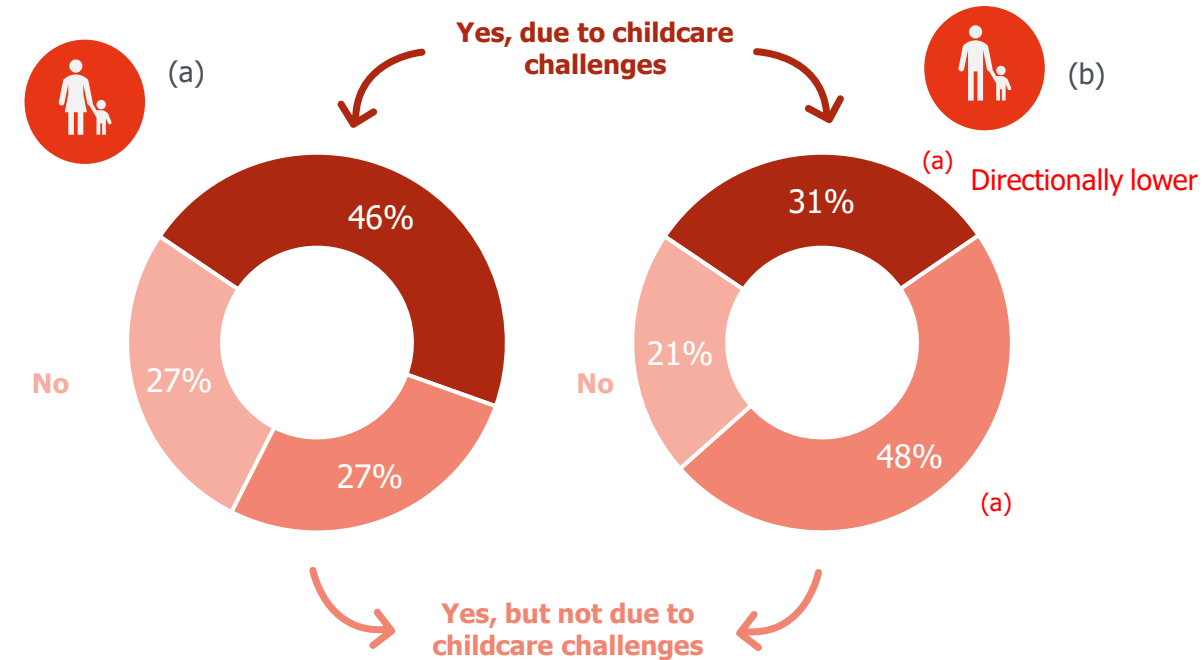


**Fathers** (b)



## Return to work childcare impact

Has balancing looking after/doing things for your children with the pandemic stopped you from returning to or starting work sooner?




# 3

## THE ROLE OF THE EMPLOYER







With **3 in 4 mothers** wishing they had **more support through the Pandemic**, employers play an important role in future to offer both **emotional** and **functional support mechanics to all parents**

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[Employers need to be] ... more approachable and open to flexible working

(Mother, UK)

[We need employers] .... to allow us to create our own work schedules in terms of working at home within the work time and not discussing work after hours

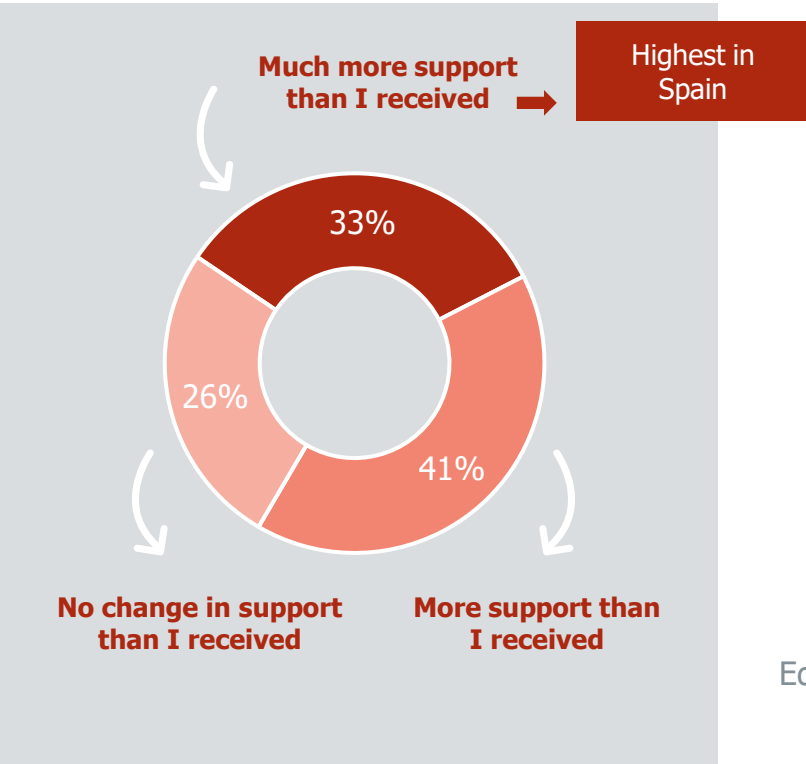
(Mother, SA)



# In general, more support was needed to balance work and childcare

But parents looked to different sources – Mothers prioritize partner & friends, but the employer plays an important role too – even more so for Fathers

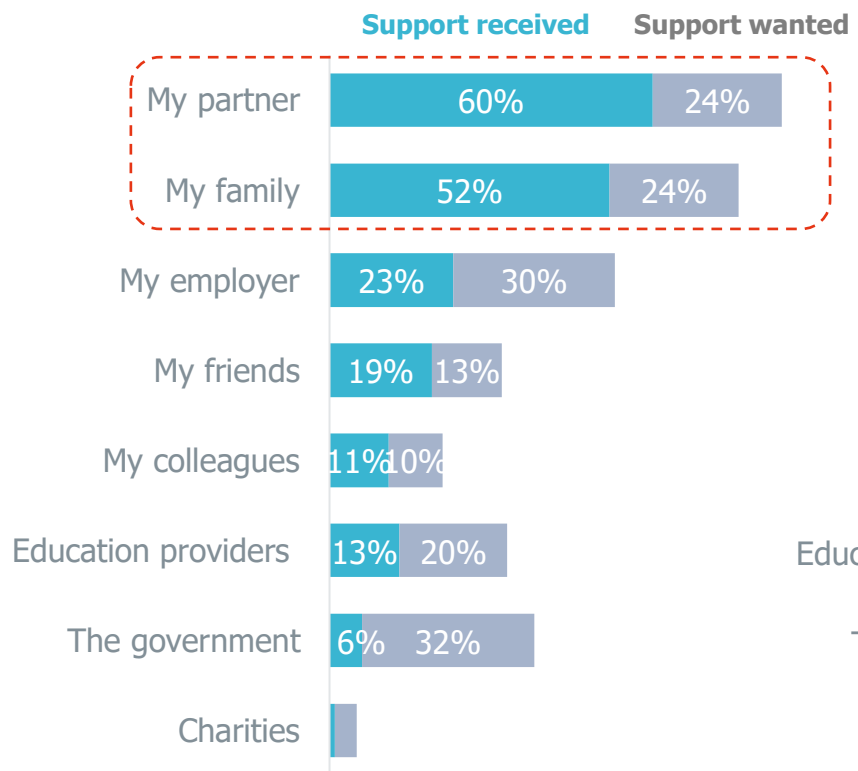
## Support Outlets



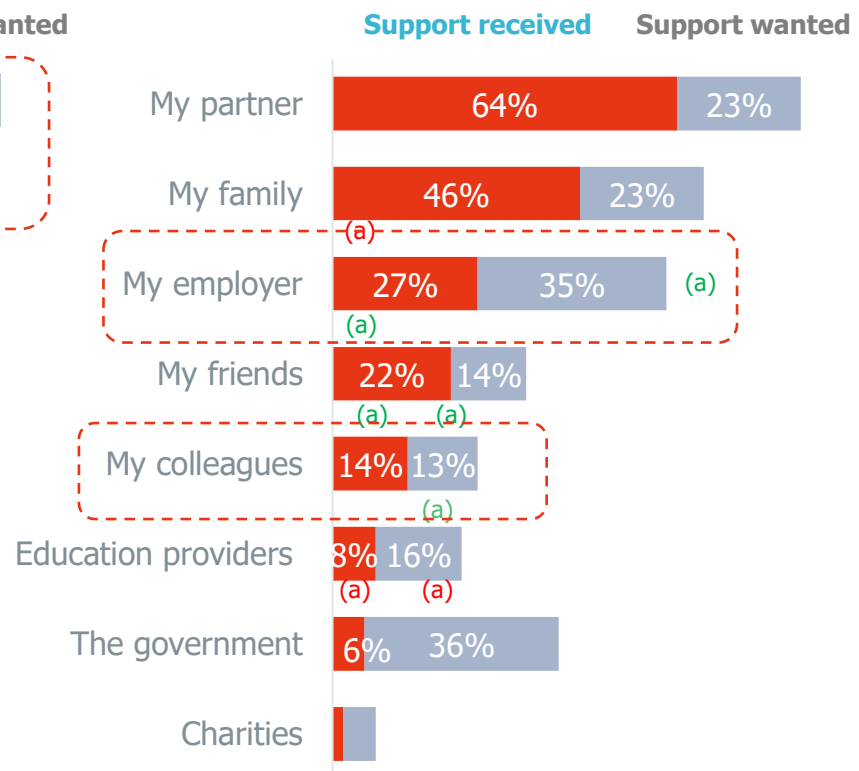
C5. During the pandemic, how much more support would you have liked to balance looking after/doing things for my children and work?



### Mothers (a)



### Fathers (b)

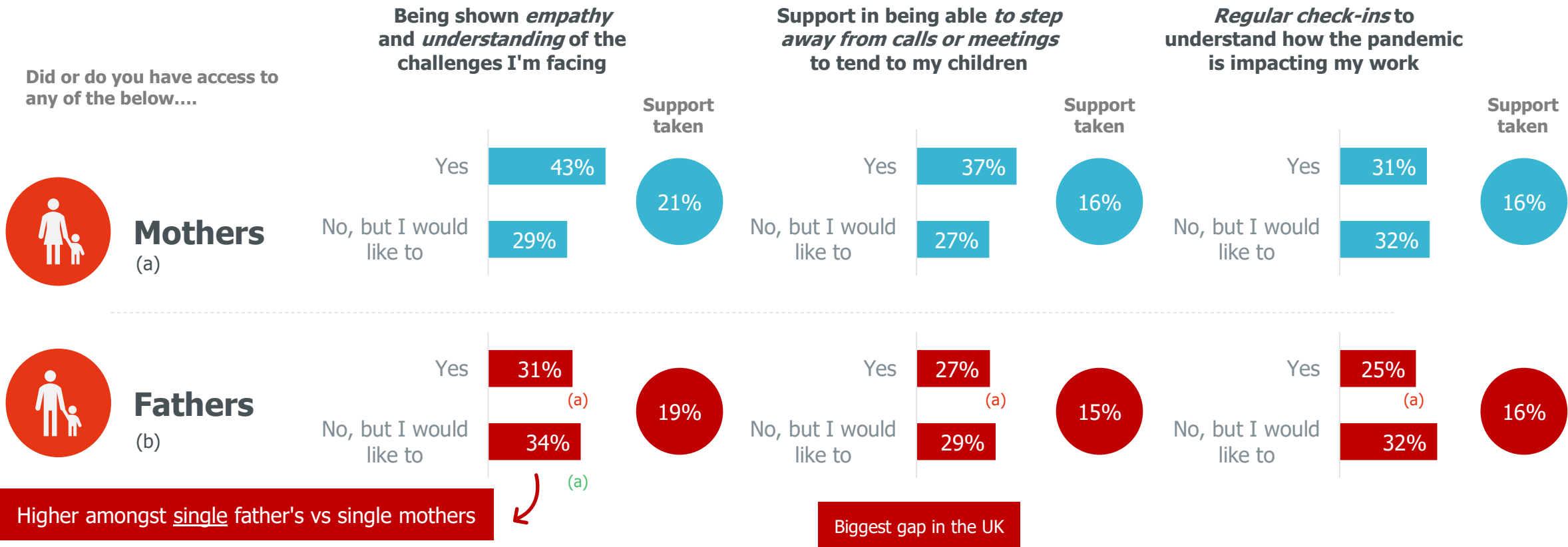


↑(x) ↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# Mothers are regularly offered softer support and mental health mechanics

Opportunity for these to extend to Fathers, many of whom would like the same access

## Support Mechanics - Emotional

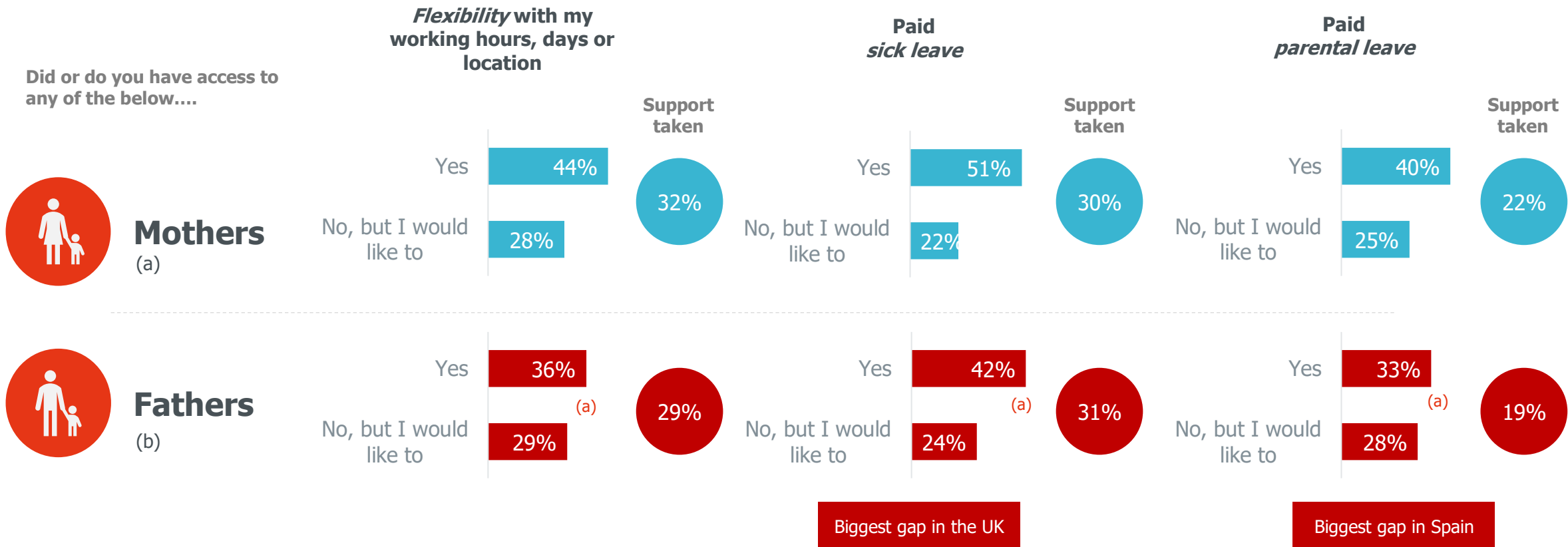


↑(x) ↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# Similarly, access to flexible working policies sits more on the side of Mothers

In general, uptake of support offer is low – likely due to financial or workplace restrictions

## Support Mechanics - Functional



↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# In general, there has been improved employer understanding

But support and direct family friendly policies could have wider reach

## Support Perceptions

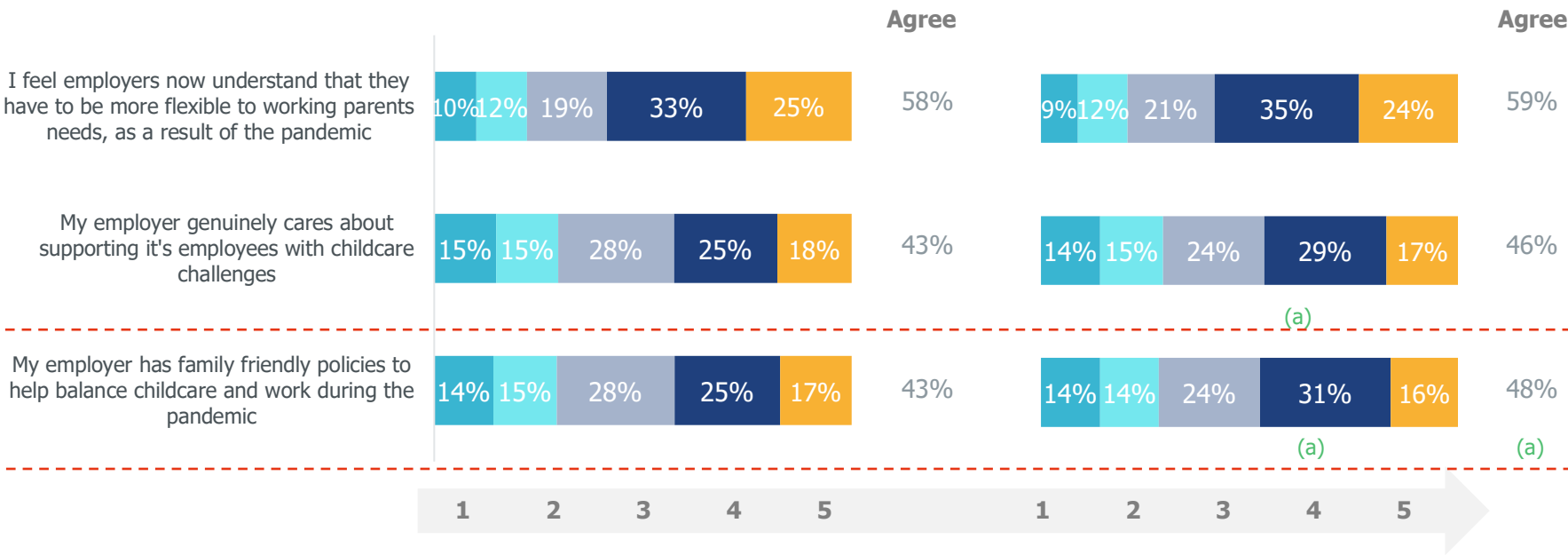
5-point agreement scale



Mothers (a)



Fathers (b)



“To allow us to create our own work schedules in terms of working at home within the work time and not discussing work after hours ” (Mother, SA)

Q. What would you like employers to be doing more of (if anything), to help you balance work and looking after/doing things for your children?

“More approachable and open to flexible working ” (Mother, UK)


Q. What would you like employers to be doing more of (if anything), to help you balance work and looking after/doing things for your children?

↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

# 04

## THE POST COVID PLAN





Mothers remain resilient – **3 in 4 are confident** that they'll be able to **maintain a work life balance** in future and the **majority** have a sense of **positivity** and **ambition** in **themselves** and their **future careers**

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If the pandemic ends it would probably be a **very positive thing for the balance between work and childcare**

(Mother, IT)

I'm looking forward to **maintaining the same balance** that I had prior to 2020 and hoping to gather the same focus and hope that I had

(Father, SA)



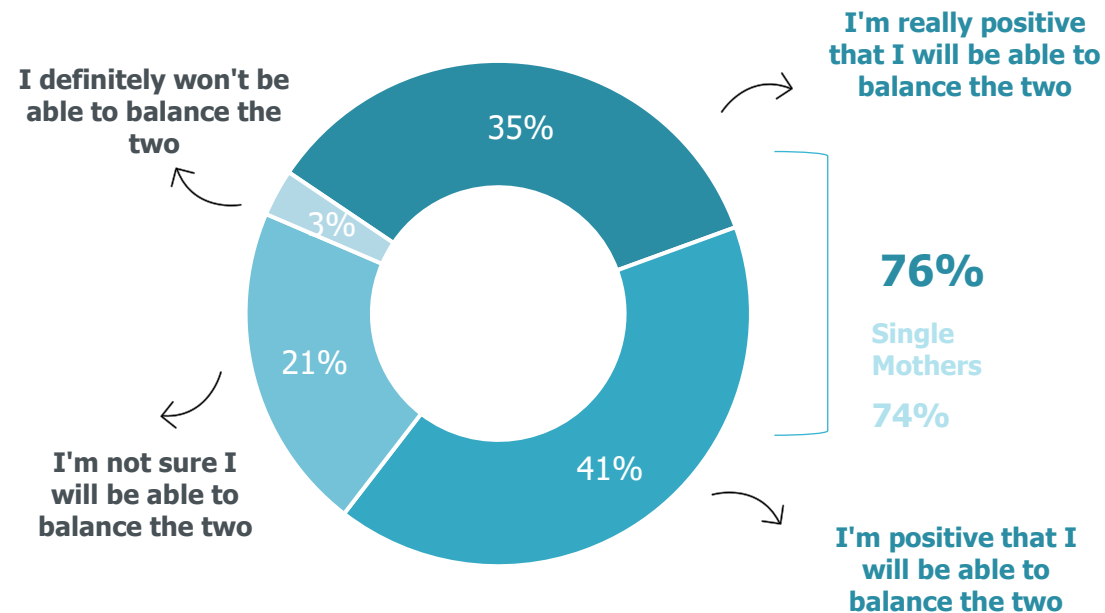
# Parents overall remain positive about their ability to maintain a balance

The majority feel like balance of work and home responsibilities are possible

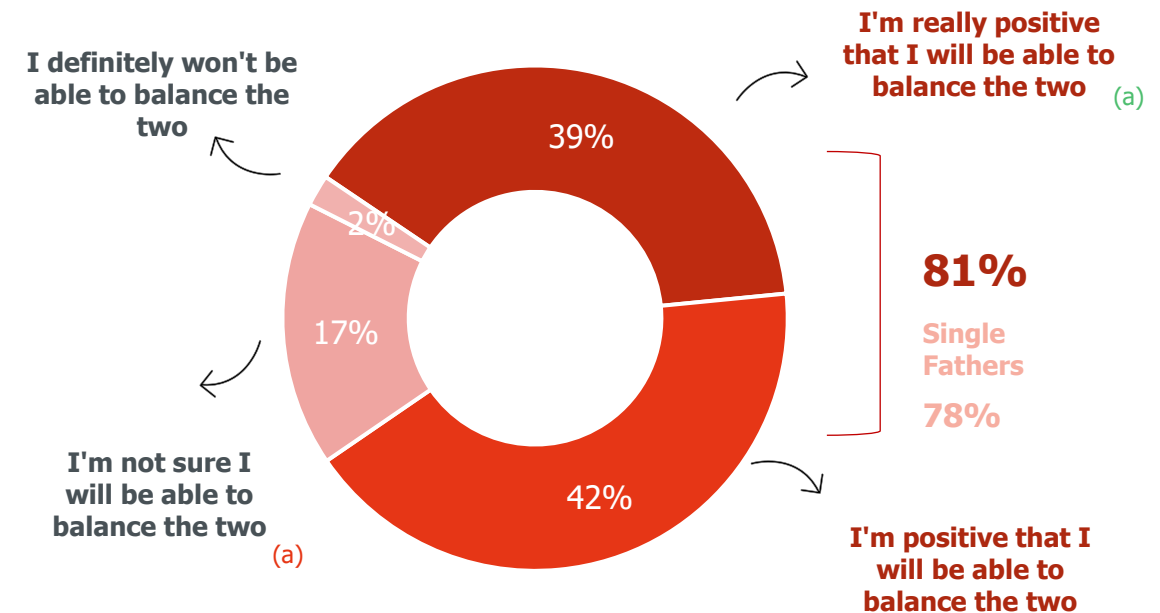
## Work – Home Balance



### Mothers (a)



### Fathers (b)





# There is acceptance that flexible working habits play an essential role

Parents will alter working habits to ensure that this can become a reality

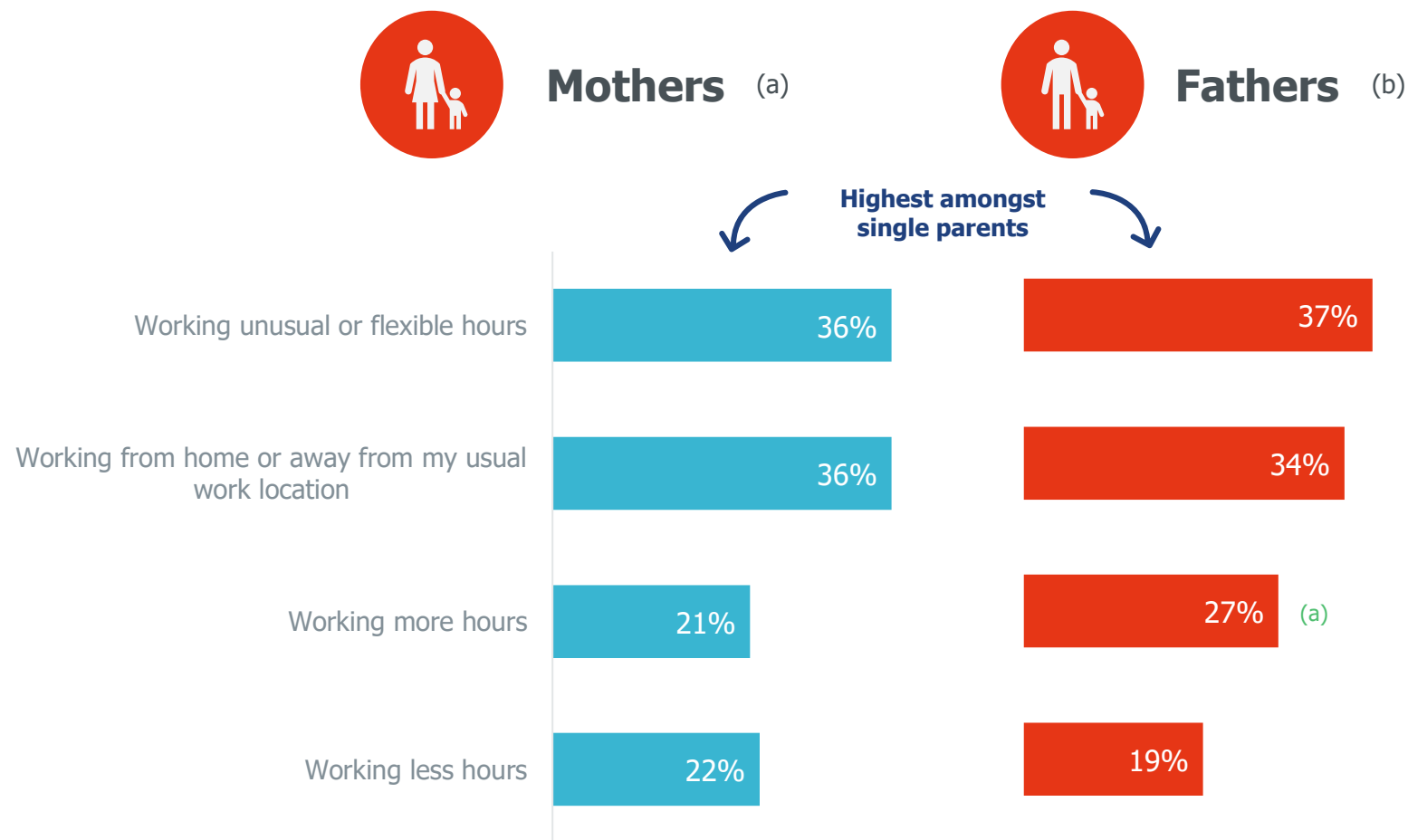
## Future Work Patterns

"Application of **flexible working hours**, being able to commute between home and work during the day when necessary" (Father, TK)

"Allow for **flexibility between balancing the two** and have these in their policies and implemented. Offer paid parental leave." (Mother, SA)

"That they **let us choose the days that interest us to work in the office** or at home" (Mother, SP)

*Q. What would you like employers to be doing more of (if anything), to help you balance work and looking after/doing things for your children??*

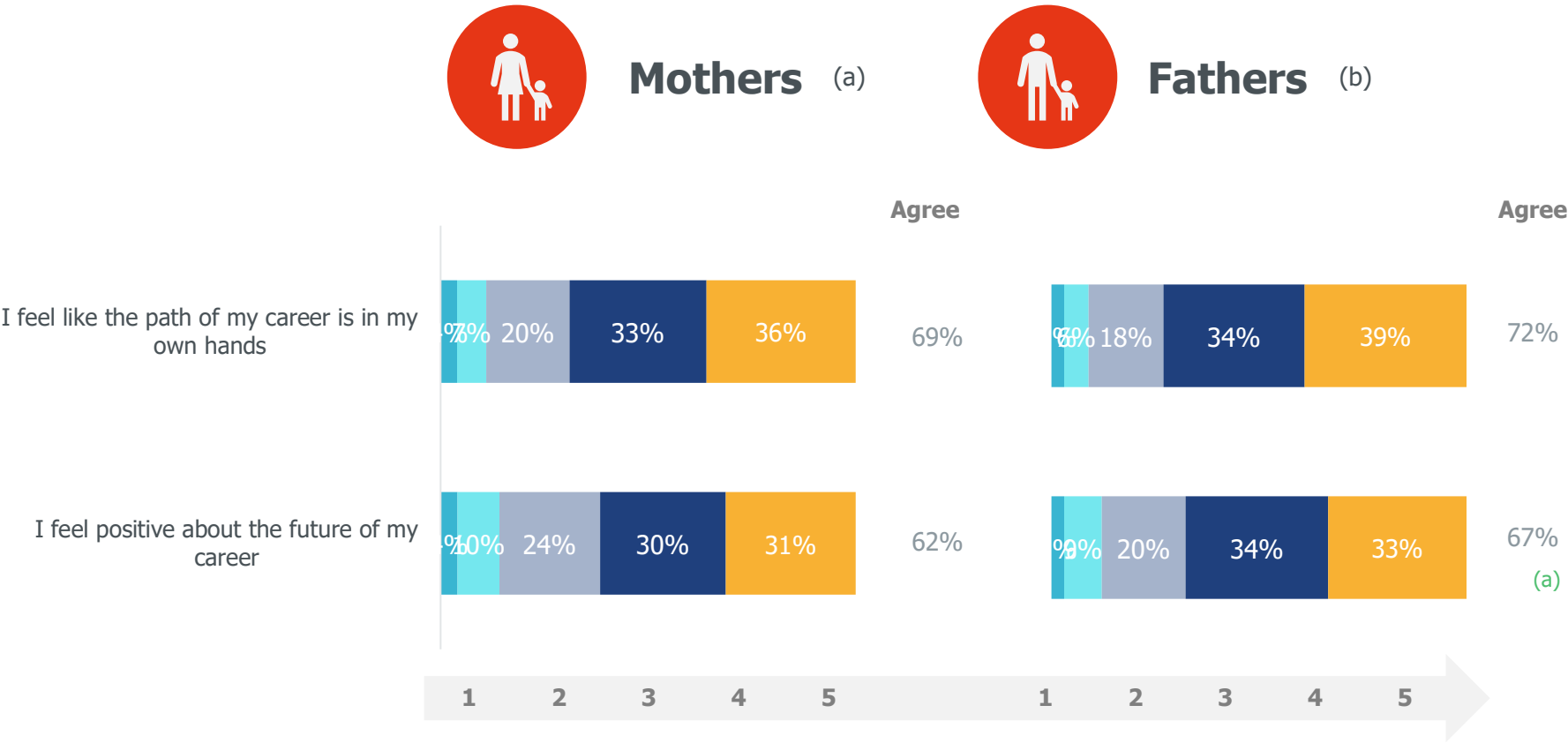


# Ultimately, ambitions remain with most feeling positive

Career ownership and progression feels positive, despite the challenges of the last 24 months

## Work Ambitions

5-point agreement scale



"I was very worried for the 3 years because I had a very difficult time. **But right now, I am relaxed**" (Father, TK)

"I am happy to be with my family and **I am truly honored to be able to offer them a better future and life.**" (Father, TK)

"If the pandemic ends it would probably be **a very positive aspect for the balance between work and childcare.**" (Mother, IT)

"I'm **looking forward to maintaining the same balance that I had prior to 2020** and hoping to gather the same focus and hope that I had" (Father, SA)

*Q. Tell us how balancing looking after/doing things for your children and other elements of your life during the pandemic, made you feel?*

↑(x)↓(x) Significantly higher or lower vs specified subgroup @ 95% confidence interval

## FINAL THOUGHTS....



## Global Headlines

- Mothers are almost **twice as likely** to agree that they take the **lion's share** of **childcare pressures** and **1 in 4** spent **less time** on **paid work** as a result.
- Almost **1 in 2 Mothers** felt their **work performance was negatively impacted** due to increased childcare pressures and **3 in 4** feel that it is **crucial to plan ahead** to achieve a balance in their week.
- With **3 in 4 mothers** wishing they had **more support through the Pandemic**, employers play an important role in future to offer both **emotional** and **functional support mechanics to all parents**
- Mothers remain **resilient** – **3 in 4 are confident** that they'll be able to **maintain a work life balance** in future and the **majority** have a sense of **positivity** and **ambition** in **themselves** and their **future careers**

I **loved being with my child more** - being a mum of a young boy and helping him learn more! Balancing work at home with a small child has been a challenge but I loved it  
(Mother, UK)

I was able to take care of my son, but I had to **give up work**  
(Mother, IT)

If the pandemic ends it would probably be a **very positive thing for the balance** between work and childcare  
(Mother, IT)

[We need employers] .... to allow us to **create our own work schedules** in terms of working at home within the work time and not discussing work after hours  
(Mother, SA)

# 06

## APPENDIX



# Extra duties has resulted in added stress and pressure amongst carers, especially mothers, with less positivity about the future

Carers – Top 2 Box (Strongly agree or agree)



## GLOBAL DIFFERENCES

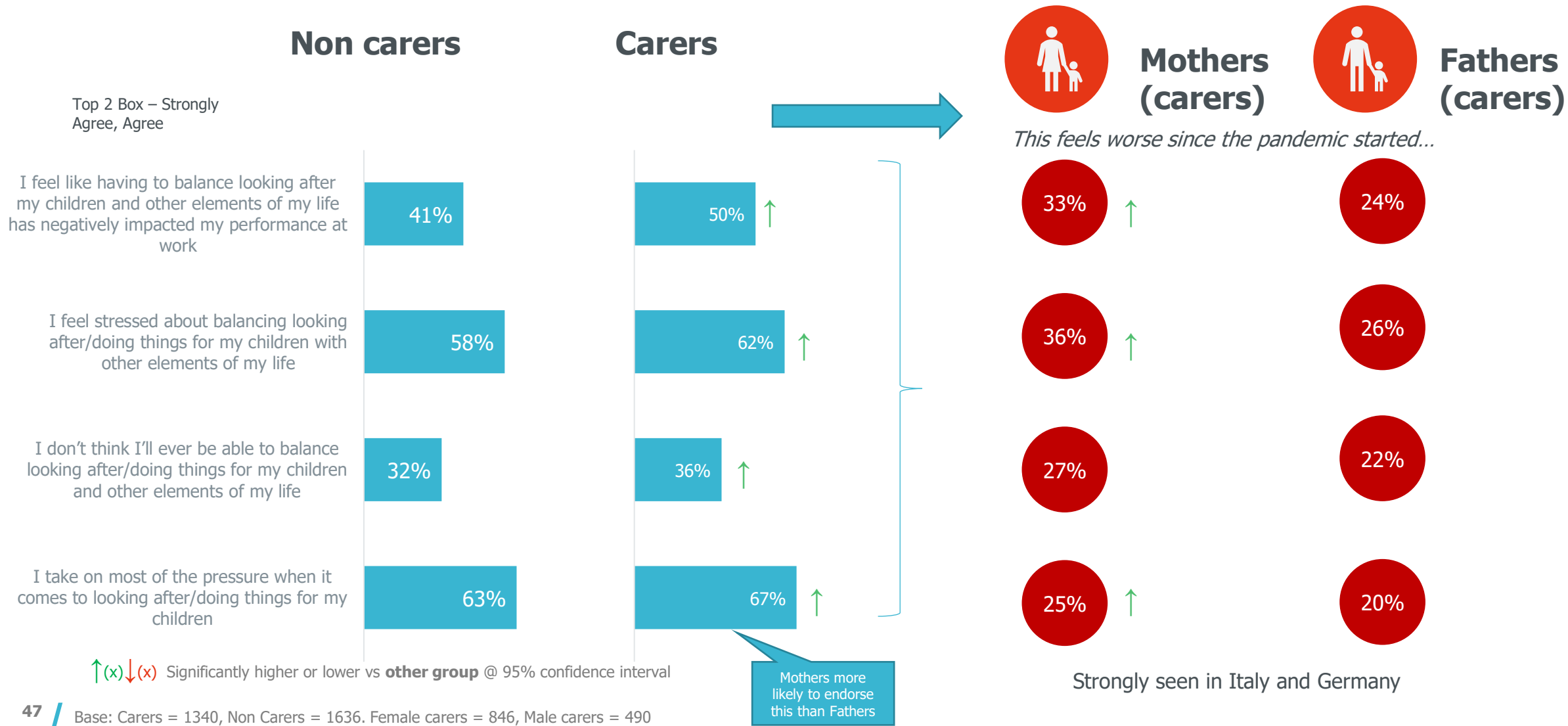
- Fathers and mothers felt equal levels of stress and pressure in UK, Turkey and Germany
- Italy and Germany strongly showing a clear divide between mothers and fathers and their attitudes towards the future/business ventures

	Carer		Carer	
	Yes	No	Mother	Father
I don't know what I would have done without the support of friends and family	59%↑	45%	58%	60%
I have felt stressed or overwhelmed as a direct result of the pandemic	75%↑	71%	78%↑	72%
I have felt a lot of pressure with balancing all aspects of my life	75%↑	69%	76%	72%
I feel like the path of my career is in my own hands	71%	70%	70%	74%
I want to start my own business venture	55%↑	43%	52%	60%↑
I feel positive about the future	66%↑	61%	64%	70%↑

A sense of resilience comes through from carers

↑(x)↓(x) Significantly higher or lower vs other group @ 95% confidence interval

# Mothers who are carers recognize a deterioration in being able to balance and exacerbation in feeling the pressure because of the pandemic



# Employees need practical solutions offering flexibility (without sacrifice), as well as a culture which showcases empathy and understanding

What would you like employers to be doing more of (if anything), to help you balance work and looking after/doing things for your children?

## Flexibility without sacrifice

"Employers allow flexibility, **but deduct it from our salaries, so we are often on unpaid leave.**

They need to be more understanding about this." Mother, Turkey

"Flexibility in my working hours so that I can spend time with my children. For example, **arranging the work time in the morning before my children go to school.**" Father, Turkey

"**Family friendly** working hours"  
Mother, Germany

"Just to be more **compassionate when it comes to some struggles we may face**" Mother, UK

"Present **ideas with supporting educating children at home**"

Mother, Turkey

"**I would like my employer to offer more flexible times especially in the morning.** I would also want to be reinstated back to full time work as they cut my hours and salary in half as a result of the pandemic. This resulting in having to cut down on expenses, i had to let my nanny go. This has become a huge strain as i'm failing to manage my workload and taking care of the children as well as doing chores." Mother, South Africa

"**Allow different start and finish times** for staff with younger children" Father, UK

"Be more **empathetic and understand the various points of view** of workers" Mother, Italy

"That they realize that the working from home has been equal to or better than face-to-face work and that **they do not force me to go to the company three days a week**" Mother, Spain

"I know that I have to be flexible in my work, **but I also want my employer to understand that I have a small child at home and that they will accommodate me.**" Mother, Germany

"**Ask employees** what needs they have" Father, Spain

"**Working from home** instead of needing to take sick days" Mother, Germany

"it would be enough to **recognize the difficulties. showing empathy and resilience**"  
Mother, Italy

"Just general checking in to see if **employees are okay**" Father, UK



# Companies like Facebook, Microsoft and Patagonia are working on embedding family friendly policies into their culture

Source: <https://www.fastcompany.com/90540415/these-companies-are-helping-working-parents-navigate-an-impossible-situation>



To put less pressure on employees, Facebook suspended their performance review process and promotion cycles



**Microsoft**

Despite being too big of a company to qualify for the Families First Coronavirus Response act, which offered 12 weeks of paid leave to parents, Microsoft matched that with their internal policy.



Patagonia extensively surveyed parents to find out what care they have and need. They encouraged a shift to more asynchronous work e.g. long term projects, to ease pressure. They also provided on-site childcare and an after-school programme

**cleo**

Cleo, a family benefits platform, launched the Invest in Parents pledge, which companies like Uber and Salesforce bought into. One of the first things they did was bring all the companies together so they could discuss and compare policies. Cleo also teamed up with UrbanSitter which connects parents with vetted childcare providers, workshops and coaching for children up to 12.



**Bright Horizons™**

Facebook, Google, Apple and Microsoft partnered with Bright Horizons, which helps employers provide a range of services, including on site care and backup care, which involved having their child attend a daycare centre or caregivers could be sent to the house.

Although full time working mothers feel positive about the future, there is an undeniable element of stress alongside it, not felt by fathers

Top 2 Box – Strongly Agree, Agree

	Full Time vs Part Time Mothers		Full Time vs Part Time Fathers	
	Full Time	Part Time	Full Time	Part Time
I feel stressed about balancing looking after/doing things for my children with other elements of my life	65%↑	58%	56%	54%
I take on the most pressure when it comes to looking after/doing things for my children	68%	69%	59%	55%
I feel like the path of my career is in my own hands	73%↑	64%	72%	72%
I want to start my own business venture	50%↑	39%	50%	65%↑
I feel positive about the future	68%↑	52%	67%	69%

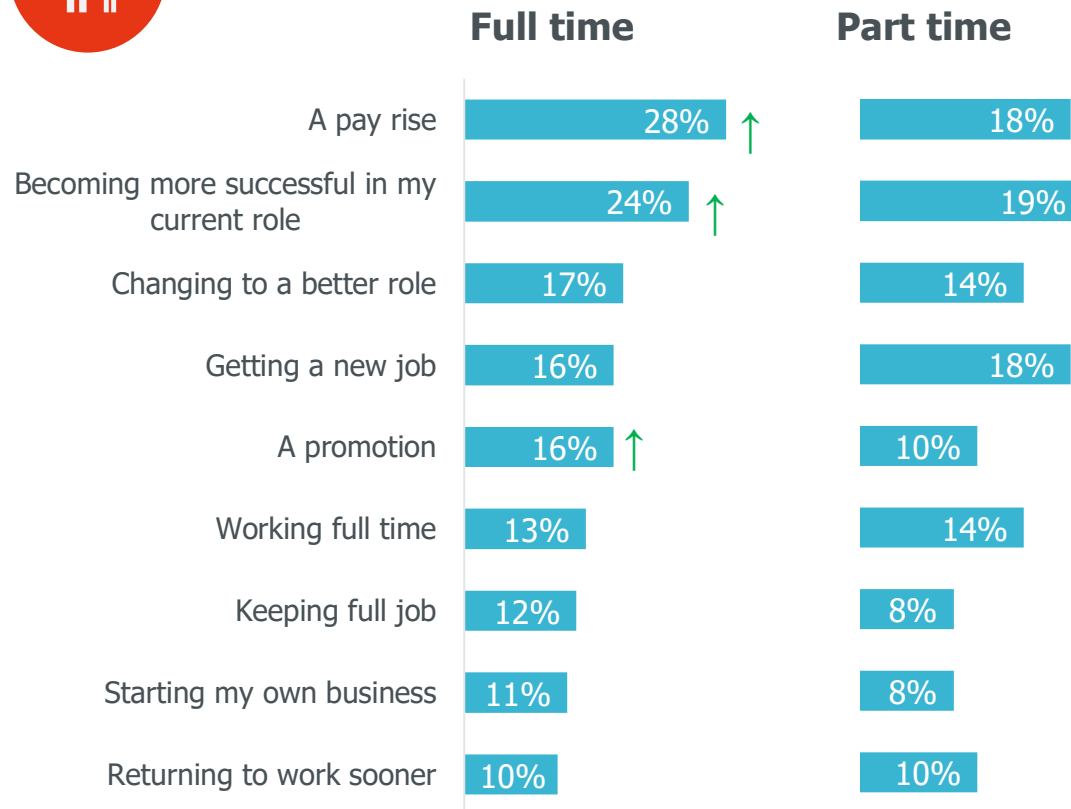
↑(x)↓(x) Significantly higher or lower vs **other group** @ 95% confidence interval

# Full time mothers feel more hampered with work progression compared to part time mothers, which is not felt by men

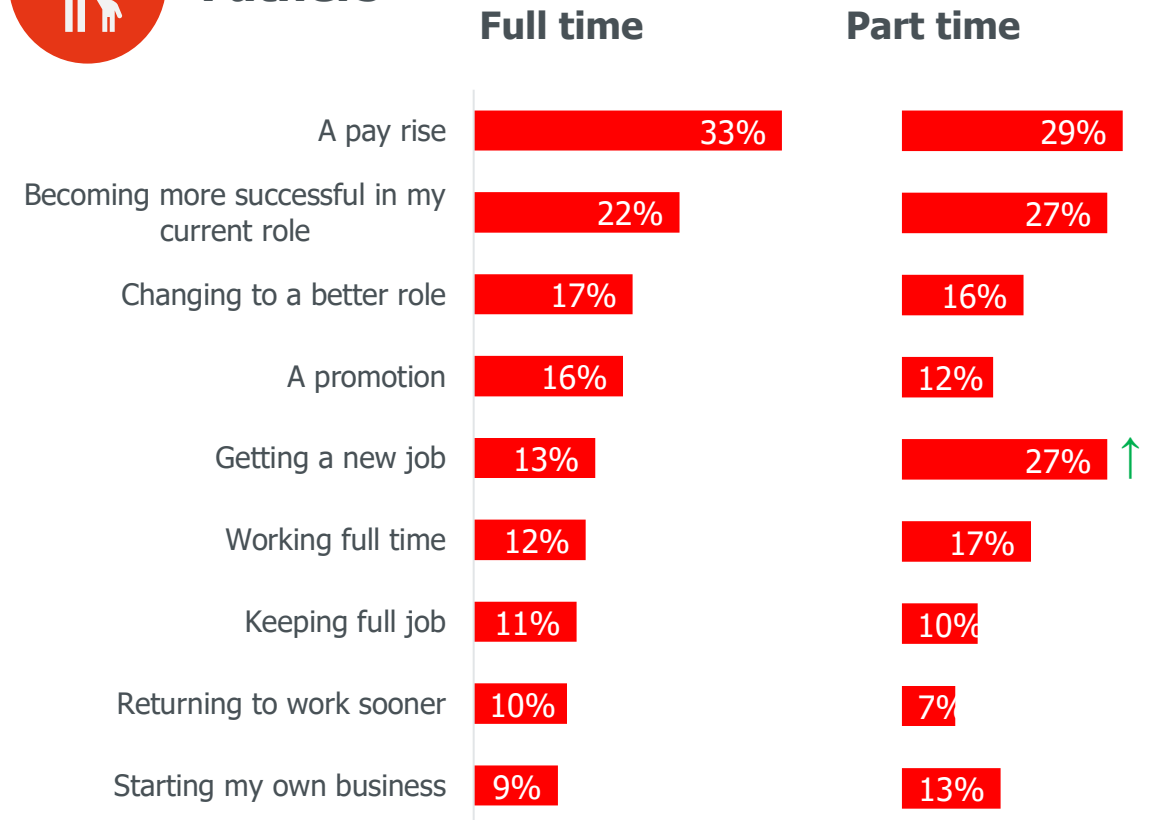
## Progression Impact (Full time vs Part Time by gender)



### Mothers



### Fathers



↑(x)↓(x) Significantly higher or lower vs **other group** @ 95% confidence interval





# THANK YOU

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