

Jonathan Swan



Biography

Jonathan Swan is Policy and Research Officer for Working Families. He has researched and written on a wide range of work-life integration issues, including: fathers and work, flexible working in senior roles, productivity and performance, organisational culture and active ageing. He is responsible for the annual Top Employers for Working Families benchmark for organisations and the Time Health and the Family series of reports.

Talk Summary

Family life and work: an overview of the Working Families employment service

The Working Families advice service deals with around 3000 queries per year from parents and carers who are encountering problems or facing discrimination as a result of their wish to work in a 'family-friendly' way. I will give an overview of the main issues, common outcomes, access to justice, and the changes observed over the last 12 months with a focus on how these factors have been affected by austerity.

Some insights from employer work-life benchmarking

On an annual basis Working Families carries out a detailed benchmark of large organisations, which examines their work-life strategy and motivation, policy and practice. I will give an overview of the main findings and in particular look at how practice is currently unsupportive of policy i.e. why do the espoused values around work-life not translate into practice and culture, particularly for some employee groups.

A description of Working Families Changing the way we live and work

Working Families is the UK's leading work-life balance campaign organisation. It supports and gives a voice to working parents and carers, whilst also helping employers create workplaces which encourage work-life balance for everyone. Informed by its supporters, Helpline callers and award winners, as well as its original research, Working Families makes the case to government and employers for social policy and workplace change that will benefit families, employers and communities.

Its vision is a society where everyone has real choices about how they balance their working and caring responsibilities.

The *Waving not drowning* project provides advice, a network and a newsletter for the parents of disabled children, as well as regular forums where parents can express their views to policy-makers. The Low Income Families Helpline provides free legal advice and on-going support and coaching in negotiating appropriate leave and flexible working. Regularly updated factsheets for parents and an extensive employers' case studies database are freely available on the Working Families website.

Working Families encourages employers to grasp the real business benefits that work-life balance policies can bring. Through benchmarking, employer awards and research and consultancy with employers large and small, it has the experience and knowledge to help employers organise work in new ways.

For more information contact: Working Families, Cambridge House 1 Addington Square London SE5 0HF. Tel: 020 7253 7243; fax: 020 7253 6253; email: office@workingfamilies.org.uk; or check out the website at www.workingfamilies.org.uk