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Response from Marcella Maxwell, Chief Executive Chwarae Teg to the publication of the Equalities Review: **research on women and discrimination in the workplace by Chair of new Commission for Equality & Human Rights)**

Chwarae Teg welcomes Trevor Phillips' calls for the wider introduction of flexible working practices and policies, but is keen to see businesses adopt family friendly policies for good business reasons rather than be forced by law.

Marcella Maxwell, Chief Executive of Chwarae Teg said: "The findings in this report are strong in advance of the establishment of the new Commission for Equality & Human Rights. It very much highlights the damaging prevalence of inequality in the workplace and particularly the effects on working mothers.

"Such reports emphasize the need for businesses to take seriously the issues faced not only by working mothers, but other workers both male and female who have parenting or caring responsibilities. Successful businesses are already seeing the real strategic value and wider economic benefits flexible working can bring.

"Employees are afforded a work-life balance which allows them to raise a family and retain a career. In return businesses will retain a skilled and experienced workforce and their competitive edge through lower recruitment costs, higher retention figures, increased productivity and boosted profits."

Chwarae Teg is the organisation that is leading the way for women in Wales.

ENDS

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