

Merali Beedle

Life After Birth



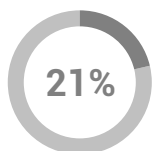
Life After Birth

Merali Beedle has commissioned a nationally representative research report: Life After Birth. The report reveals an illuminating insight into the psyche of both existent high-powered professionals and those who aspire to climb to the upper echelons of professional prowess whilst starting a family.

Dissecting the dynamic that is emerging between high-powered professionals and their wider life commitments, this industry-first study looks into the tensions between the demands of top earner roles and family life. With the conception rate in England and Wales in 2017 decreasing by 2.5% since 2016, the lowest number since 2006, the data begs the question: are career pressures making it increasingly difficult to balance work and family?

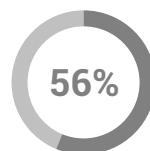
In response, the lead statistic framing Merali Beedle's analysis of 2003 professionals, of which 1242 respondents have high-powered careers, finds that 47% of those who work in high-powered roles in the UK have decided not to start or grow a family, so they could prioritise their career. Buoyed by two case studies – one from a high-powered female professional and one from a working London-based family – the study paints a disconcerting picture for a leading first world economy, heralded for two female Prime Ministers and one of the most diversely populated private sectors to exist globally.

Key Research Findings



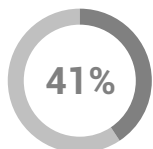
7 million

Workers have had to choose between starting a family and their career



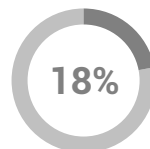
18 million

UK workers believe that high-powered sectors would be the hardest to get back into after a period of time out (e.g. maternity leave, illness, bereavement)



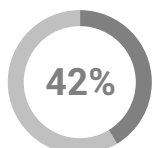
13.5 million

UK workers believe that high-powered sectors do not accommodate for workers with families



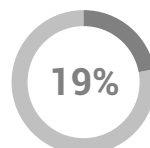
6 million

UK workers have decided not to start or grow a family, so they could prioritise their career



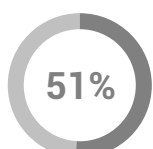
13.5 million

UK workers believe that women are at a severe disadvantage in high-powered sectors



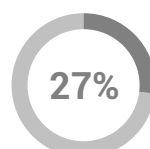
6 million

UK workers have taken pay-cuts or been refused a pay increase because they have wanted to start a/grow their family



16.5 million

UK workers believe there is an expectation for people in high-powered sectors to choose between family and career



8.5 million

UK workers have felt that starting a family would limit their career progression

Gender Split

26% of Women

17% of Men

Said that they have had to choose between starting a family and their career

45% of Women

38% of Men

Believe that high-powered sectors do not accommodate for workers with families

47% of Women

37% of Men

Believe that women are at a severe disadvantage in high-powered sectors

56% of Women

46% of Men

Workers believe there is an expectation for people in high-powered sectors to choose between family and career

58% of Women

54% of Men

Believe that high-powered sectors would be the hardest to get back into after a period of time out (e.g. maternity leave, illness, bereavement)

17% of Women

18% of Men

Have decided not to start or grow a family, so they could prioritise their career

19% of Women

19% of Men

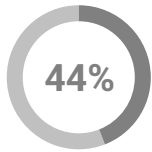
Have taken pay-cuts or been refused a pay increase because they have wanted to start a/grow their family

36% of Women

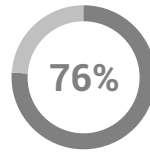
17% of Men

Have felt that starting a family would limit their career progression

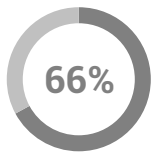
Key Research Findings



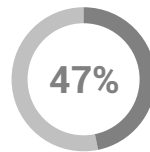
Of those who work in high-powered sectors have had to choose between starting a family and their career



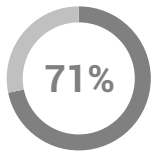
Of those who work in high-powered sectors believe that high-powered sectors would be the hardest to get back into after a period of time out (e.g. maternity leave, illness, bereavement)



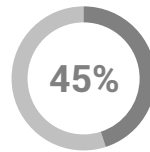
Of those who work in high-powered sectors believe that high-powered sectors do not accommodate for workers with families



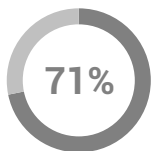
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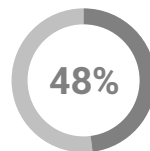
Of those who work in high-powered sectors believe that women are at a severe disadvantage in high-powered sectors



Of those who work in high-powered sectors have taken pay-cuts or been refused a pay increase because they have wanted to start a/grow their family



Of those who work in high-powered sectors believe there is an expectation for people in high-powered sectors to choose between family and career



Of those who work in high-powered sectors have felt that starting a family would limit their career progression

Adam Merali, Partner and Co-Founder of Merali Beedle is of the opinion:

"This research shows that it is increasingly difficult to be a parent and work in a high-powered industry. These sectors must continue to listen to the needs of their talented team members with families, or they may ultimately lose them.

Two-thirds of the lawyers on our team are parents of young children - Merali Beedle has found that there is a wealth of brilliant lawyers who want more flexibility and control over their lives while continuing to work in an industry in which they excel."

Case Studies:

Director, Financial Services:

I have actively pushed back having a family so that I could progress within a career that I have worked hard for many years to achieve. I do want to start a family, however the prospect of doing so seems inconceivable alongside the demands of my professional career at this moment in time. It is something which does worry me as the incompatibility of both my personal and professional goals mean that a sacrifice will have to be made at some point.

CEO, Professional Services:

I had a child relatively young and had to work especially hard to juggle my family and professional career. As my partner also works in a high-powered profession we are both out of home for long periods of time and have to make the most of family life on the weekends. Whilst we have become somewhat proficient at balancing our work and family life, it's been really difficult to find the perfect balance, especially when work so regularly crosses into family time. There have been points in my career where I have definitely questioned my ability to effectively parent my son and give him the time he deserves, however how I get around that problem has been something I have been trying to solve for a while to no great avail.

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