

Flexible work impact on childcare costs

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Following reports in the national media about increasing costs of childcare faced by parents returning to the workplace, FM industry experts are advising of the importance of supporting employees with young families.

According to The Guardian newspaper, childcare costs have risen by as much as £600 per month.

Among those commenting on the issue, [Emcor UK](#) executive director Emma McLaughlin-Edwards said: “We’ve known for a number of years how many families struggle with the cost of childcare, and flexible working alleviated that pressure on parents. With the current soaring costs in the economy, it’s very short-sighted for businesses to make employees spend more time in the office without consulting them first.

“We also know that women are often the ones who leave employment to look after children. This results in an imbalance in the workplace and those women find their careers curtailed as a result. Employers must carefully consider the impact of their flexible work policies if they have a genuine commitment to ED&I.

“There’s also the financial impact to consider. If businesses make employees spend more time in the office without good reason, they will lose staff and find it harder to recruit new talent. This will increase recruitment costs and have an impact on culture.

“I implore leaders to engage with their employees before making any decisions. Employees that feel listened to will be happier and you’ll be able to take decisions that are best for your business and your staff,” she said.

