



THE PART TIME PARADOX



The way that we work in the UK has undergone a fundamental shift. **More than a quarter of people in employment (27 per cent¹), are now in part time jobs – the highest level seen since records began.**

It's no longer unusual to meet a part time marketing manager, finance director or even chief executive, yet society's perception of what roles can and can't be worked part time, hasn't caught up with what's happening on the ground.

72 per cent of the nation **don't think you can have a senior level career on a part time basis²**, yet paradoxically **1 in 10** of all part time employees in the UK **earn at least £40,000 FTE³**. This accounts for 650,000 people.

Timewise has conducted **the first ever** research amongst senior part time employees, via a concentrated data set of 300 £40,000+ FTE level workers who work less than 5 days a week⁴, in a bid to **give Britain's part time executives a voice**

and establish why they are working part time, what it's like to work in a professional part time job and how they think that working part time affects their status in the office.

Whilst our findings prove the term 'part time' still carries a strong stigma, the overwhelming majority, **90 per cent** of all respondents say they **hit their targets and feel they are successful in their jobs**, with individuals commenting that "I still get everything done, so what does it matter?" and "I am part time but fully committed".

AND WHAT ELSE DO THEY THINK?

READ ON TO FIND OUT MORE

1 Data is taken from the labour market data published by the Office for National Statistics on May 16 2012, available via www.statistics.gov.uk. 7,989,000 people work part time hours in the UK, a figure that includes both those who are self employed, and employees. There are 6,685,000 part time employees in the UK.

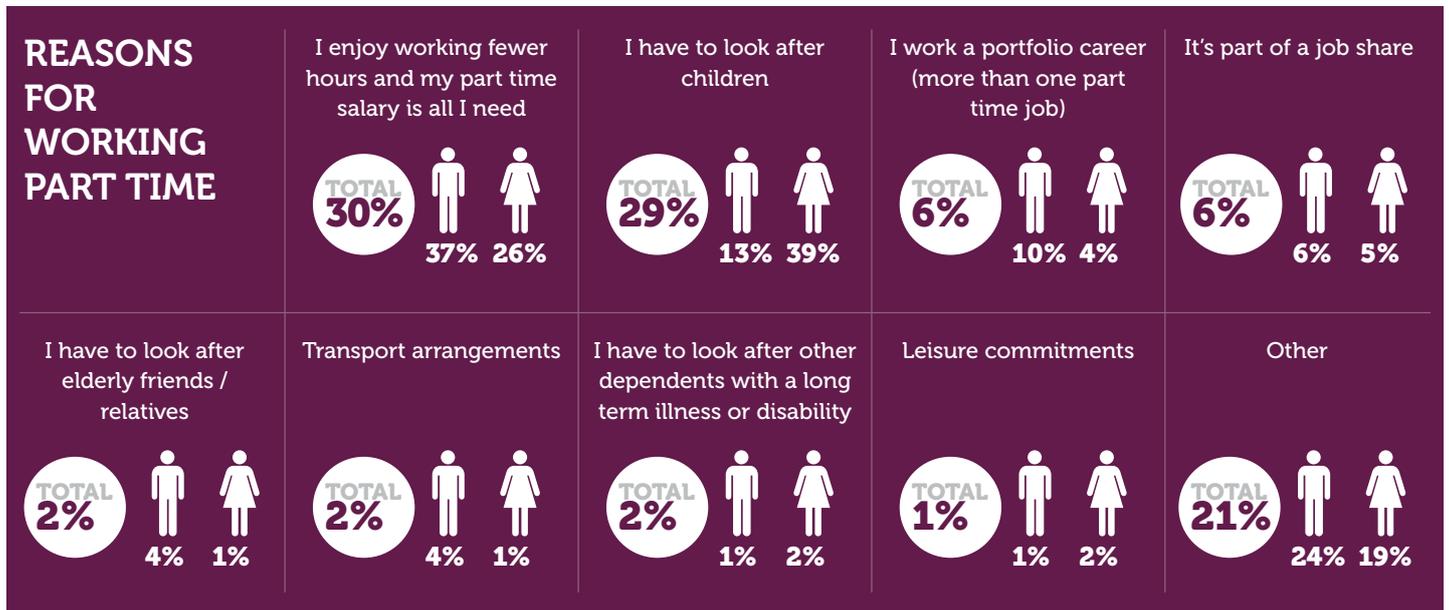
2 Nationally representative survey of 2,000 workers conducted by ICM on behalf of Timewise in May 2012. 'Senior level' is defined as £40,000+ FTE

3 Source: Data is taken from the latest ASHE salary data published by the Office for National Statistics on 21 March 2012

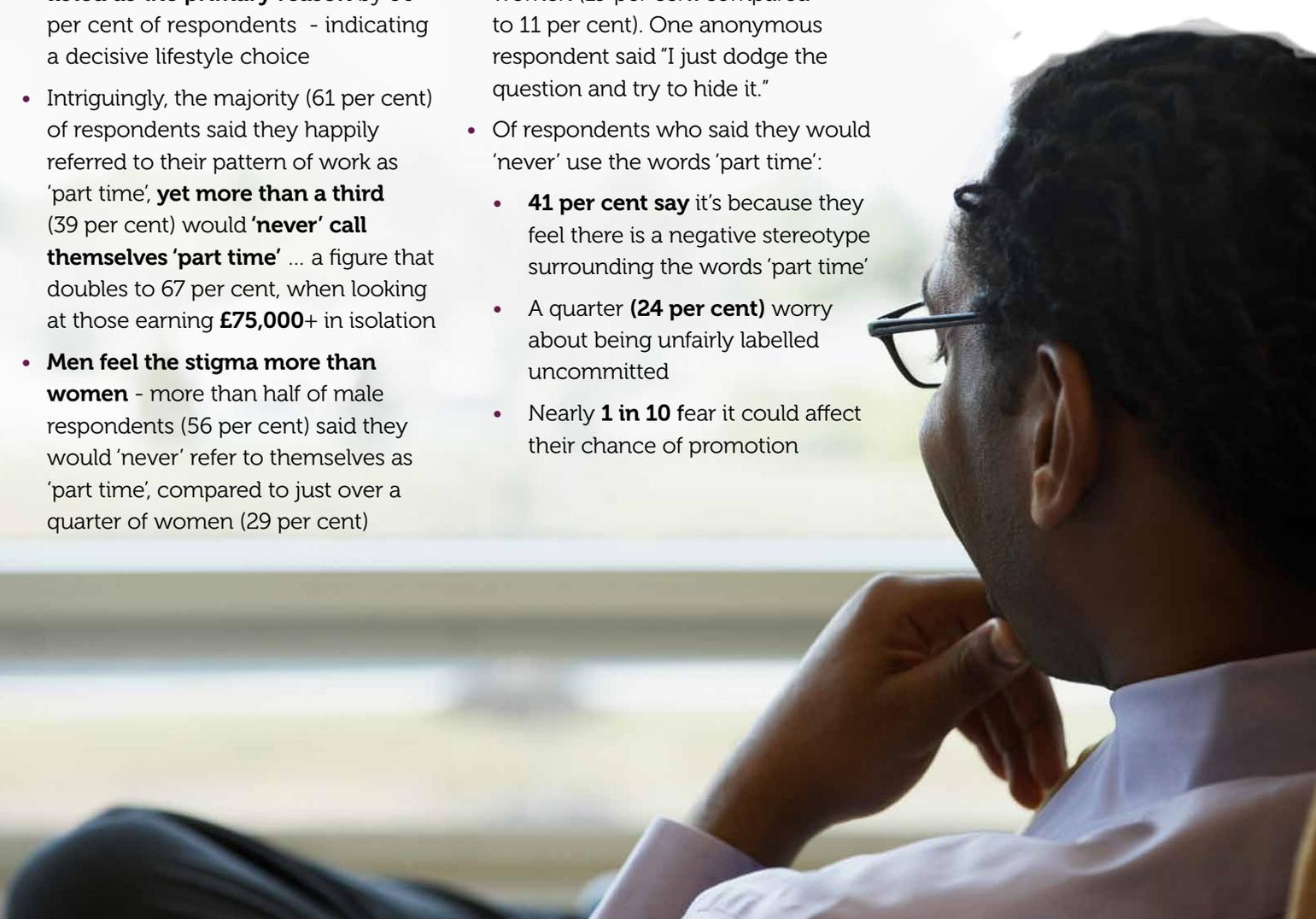
4 Research was conducted by Vanson Bourne in May 2012 on behalf of Timewise amongst a concentrated data sample of 300 £40,000+ FTE workers

FINDINGS

THE UK'S HIDDEN PART TIME PROFESSIONALS



- While you might expect 'children' to top the list of causes for part time working, **'I have all the salary I need and I enjoy reduced hours' was listed as the primary reason** by 30 per cent of respondents - indicating a decisive lifestyle choice
- Intriguingly, the majority (61 per cent) of respondents said they happily referred to their pattern of work as 'part time', **yet more than a third (39 per cent) would 'never' call themselves 'part time'** ... a figure that doubles to 67 per cent, when looking at those earning **£75,000+** in isolation
- **Men feel the stigma more than women** - more than half of male respondents (56 per cent) said they would 'never' refer to themselves as 'part time', compared to just over a quarter of women (29 per cent)
- More than one in ten respondents, **14 per cent, 'let colleagues assume' they work full time hours**, with 7 per cent more men doing this than women (19 per cent compared to 11 per cent). One anonymous respondent said "I just dodge the question and try to hide it."
- Of respondents who said they would 'never' use the words 'part time':
 - **41 per cent say** it's because they feel there is a negative stereotype surrounding the words 'part time'
 - A quarter (**24 per cent**) worry about being unfairly labelled uncommitted
 - Nearly **1 in 10** fear it could affect their chance of promotion



Fighting the

STEREOTYPE

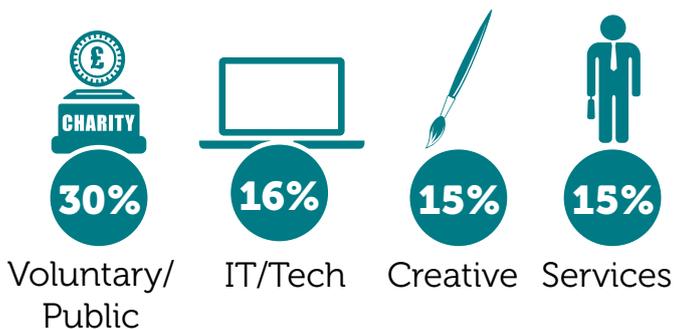
CHANGE IN THE AIR?

When asked what benefits they felt their employers experienced through hiring them on a part time basis, respondents said:

- My employer knows I'm more likely to stay for the long term (**47 per cent**)
- My employer gets more talent and experience for less cost (**42 per cent**)
- My employer gets happier, more refreshed employees (**28 per cent**)

Respondents also identified the **voluntary/public, IT, tech, creative and services sectors** as early adopters of part time, having the most vacancies for senior part time jobs, and **London, Manchester, Birmingham, Leeds and Liverpool** as 'the best' cities in which to find them.

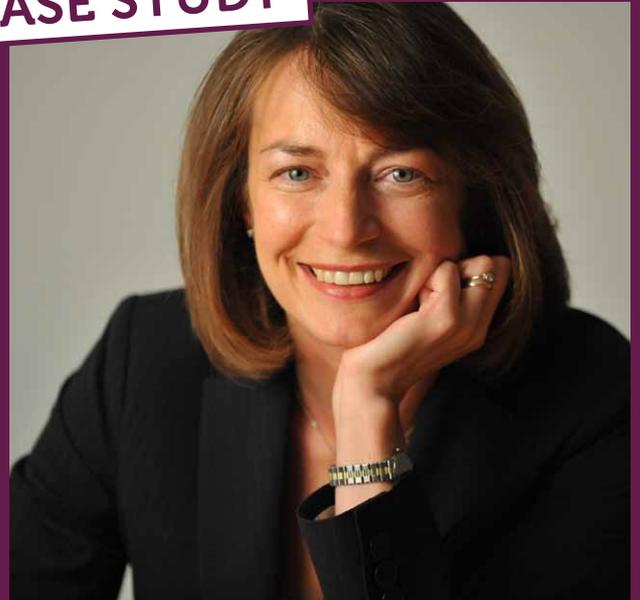
Top industries for senior part time jobs



Top cities for senior part time jobs:

- 1 London
- 2 Manchester
- 3 Birmingham
- 4 Leeds
- 5 Liverpool

CASE STUDY



Vanessa Dewhurst is the Director of Human Resources at Mishcon de Reya, a leading commercial law firm with offices in London and New York. She has worked for the firm for four years and sits on its leadership team where she sets the firm's People strategy and translates it into key deliverables. She is directly responsible for the development and growth of more than 500 people across the firm, including 83 partners and legal directors, 232 fee earners and 195 support staff. Vanessa works 4 days a week, as does her husband. They have two daughters, aged 9 and 6. Amongst other things, Vanessa spends her Fridays getting involved with the girls' school or helping a local charity. Vanessa says: "You don't need to be in the office five days a week to be highly effective. At senior levels it's about striking the balance between being accessible and working a shorter week. This isn't difficult if you have a senior leadership team who respect your choice and can rely on you to deliver on your work commitments. I believe that offering part time working is fast becoming a business imperative, both in the UK and in other markets. The next generation of talent are seeking out the very best careers, with the very best employers and they want flexibility too. Employers and HR teams who can adapt their culture and working practices to embrace this will stay two steps ahead of the game."

LEADING

BY EXAMPLE

Off the back of this research, Timewise is seeking to uncover **Britain's Top 50 Part Time Leaders**: successful men and women at the top of their game, who give their all, in fewer hours.

Though they may not shout about it, these leaders make their own patterns of work 'work' and by doing so, trailblaze a path for future generations who also want to work in the best jobs, for the very best employers and still enjoy a life outside of work.

We are calling upon their friends, family, colleagues and employers to bring them into the light, by nominating them for the list. Visit

www.timewisejobs.co.uk to find out more, call **020 7633 4553** or email **leaders@timewise.co.uk**.

THE JUDGING

PANEL



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Timewise Jobs (www.timewisejobs.co.uk) is the UK's first jobsite for professional part time jobs. Timewise is able to launch the search for Britain's Top 50 Part Time Leaders thanks to the support of and funding from the Arthur Guinness Fund™ an internal programme set up to further the legacy of Arthur Guinness and support social entrepreneurs around the world.