

Pregnancy and Parenting at Work Survey Findings June 2022

Our 2021 and 2022 workplace surveys show that organisations need to do more to support employees impacted by pregnancy and baby loss.*

Key findings:



69% of people who lost a baby said their manager didn't know how to support them

An increase of 9% compared to our 2021 research, despite more companies than ever launching a pregnancy and baby loss policy. It's clear policies alone are not enough to help employees get the support they need.

"I buried myself in work and that was not healthy, I wished my boss noticed that and discussed it with me."



54% of people who lost a baby said nobody at work acknowledged it or asked how they were

There is little improvement from 2021 where half of respondents felt their loss went unacknowledged.

We know that often people genuinely want to offer support but simply don't know what to say or do. However saying nothing can prolong the existing silence around baby loss.

"It was treated as though it was taboo, people were awkward towards me. It added to the isolation I already felt."



57% said they have, or would, consider leaving a job or not returning from maternity leave due to lack of support during their pregnancy or parenting journey

A finding in line with our prior research which found 60% of professional women leave their organisation within a year of returning to the workplace after maternity leave.

Failing to improve as a company is not only costly - **it costs £30,000 to replace an employee on average** - but also results in a loss of exceptional female talent.

Further findings:

- **51%** of people said they didn't have the workplace support they needed
- **83%** of people who lost a baby felt they had to put on a brave face at work
- **63%** of people who lost a baby went to work even if they weren't feeling ready
- **Only 10%** of people were aware of their work's miscarriage or baby loss policy
- **79%** said they feel like they are letting colleagues down if they needed time off
- **56%** worried that they were being judged
- **46%** had experienced colleagues saying insensitive things

We asked respondents to share what they needed to hear from their manager, all of which emphasise the importance of acknowledgment, compassion, and flexibility.

“

It would have been nice for them to acknowledge the situation as I think they tried to avoid it to make me feel more comfortable when I was happy to talk about the experience.

A simple are you ok?

If you need to step away you can, tell us what support you need.

I'm so sorry, take your time, what can we do to help?

”

Policies are a good first step for helping those who have experienced the heartbreak of baby loss feel empowered to access the support they need. However they can only be truly helpful if managers and teams are equipped to bring them to life with softer skills and the confidence to have open conversations

Expert-led training for line managers and HR teams

In 2021 we launched Pregnancy and Parenting at Work, an interactive training programme to help workplaces support their employees through any pregnancy journey, from planning and parenting to complications and losses.

The package includes an expert-led e-training programme for line managers and HR teams, upskilling them to navigate complex conversations around pregnancy and baby loss.

To find out more visit

[Pregnancy and Parenting at Work](https://www.tommys.org/pregnancy-and-parenting-at-work)
or contact pregnancyatwork@tommys.org