

ivee.

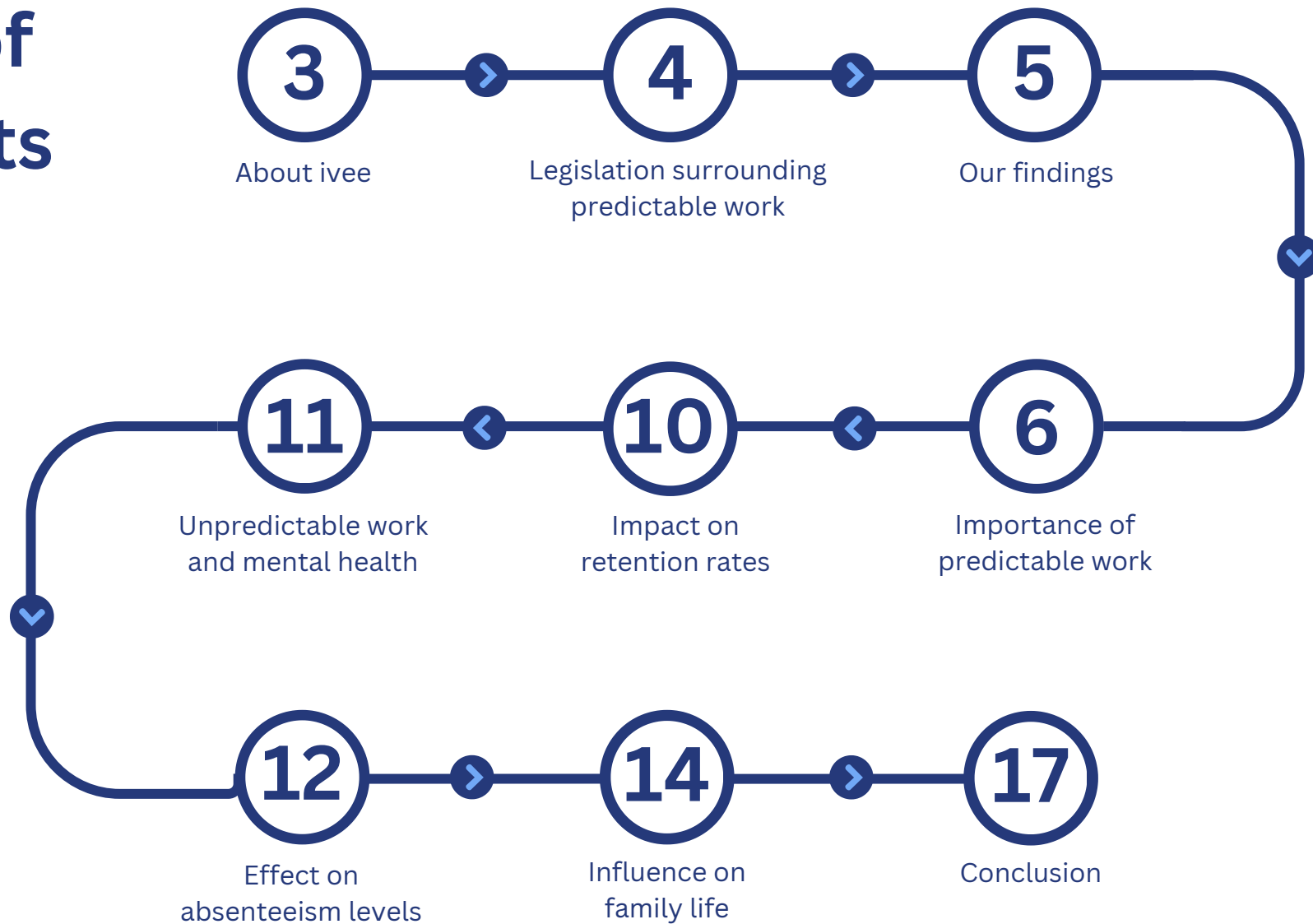
# The fight for predictable work

How new laws will affect parents  
and workers

October 2024



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# About ivee

Founded by sisters Lydia and Amelia Miller, ivee was born out of a personal experience - watching their mum struggle to return to work after a career break. The platform addresses the unique challenges faced by women returners, offering tailored upskilling, a supportive community, and access to flexible job opportunities that recognise their true value.

## The mission

ivee's mission is twofold: to ensure women can return to work with confidence and at their full potential, and to help employers tap into this underutilised talent pool. By bridging this gap, ivee not only supports individual women but also contributes to closing the gender pay gap, 80% of which is driven by the Motherhood Penalty.

With a strong emphasis on purpose, innovation, and impact, ivee stands out as a pioneering force in the recruitment industry, dedicated to making career breaks a catalyst for growth rather than a setback.



# Predictable work legislation

The 2023 Workers (Predictable Terms and Conditions) Act was initially set to come into force in September 2024, but Labour has replaced it with gradual updates introduced through the new Employment Rights Bill:

## April 2024: Protections for Parents Facing Redundancy

- New protections for parents facing redundancy were introduced, extending priority for suitable alternative employment for 18 months after childbirth or adoption. This protected those on pregnancy, adoption, and shared parental leave.

## July 2024: Proposals in the King's Speech

- Labour outlined their plan to ban exploitative zero-hours contracts, expand flexible working, and protect parents and carers. This set the stage for broader reforms.

## October 10, 2024: Employment Rights Bill Introduction

- Day-one unfair dismissal rights: Protection against unfair dismissal from the first day of employment.
- Predictability for zero-hours contracts: Employers must offer guaranteed hours for regular work patterns.
- Flexible working: Default right to request flexible working from day one.
- Ban on fire and rehire: Limits on firing employees to rehire them under worse conditions.
- Fair work agency: A new enforcement body to regulate employment right.

## October 21, 2024: Major Updates

- Minimum wage and living standards: Adjustments to the minimum wage will now account for inflation and the cost of living, aiming to raise living standards and address wage disparities.
- Predictability for Zero-Hours Contracts: Further steps towards improving predictable work schedules, including compensation for short-notice shift cancellations.
- Right to switch off: Proposals for workers to have the right not to be contacted outside of work hours, except in emergencies.
- Ethnicity and disability pay gap reporting: Large employers will be required to publish data on ethnicity and disability pay gaps, expanding the scope of the existing gender pay gap reporting.
- Strengthened trade union rights: The bill enhances union recognition and access to workplaces, while lowering thresholds for union ballots.

**Predictable work** refers to a work arrangement where the hours, days, and schedule of an employee are consistent. It contrasts with **unpredictable** / 'one-sided' flexibility often found in zero-hours or short-term contracts, where workers have little control over when or how much they will work.

# Our findings

Our proprietary data report is based on a comprehensive survey sent to ~7,000 members of the ivee community. The respondents represent a diverse cross-section of individuals, varying in age, gender, industry, and current employment status.

Additionally, the survey captured insights from individuals both with and without predictable work schedules, offering a wide-ranging perspective on this critical issue.

In this report, we've carefully analysed the data to highlight key trends and findings that shed light on the importance of predictable work for employee satisfaction, retention, and overall well-being. These insights provide valuable context for understanding how work predictability impacts employees across different sectors and stages of their careers.

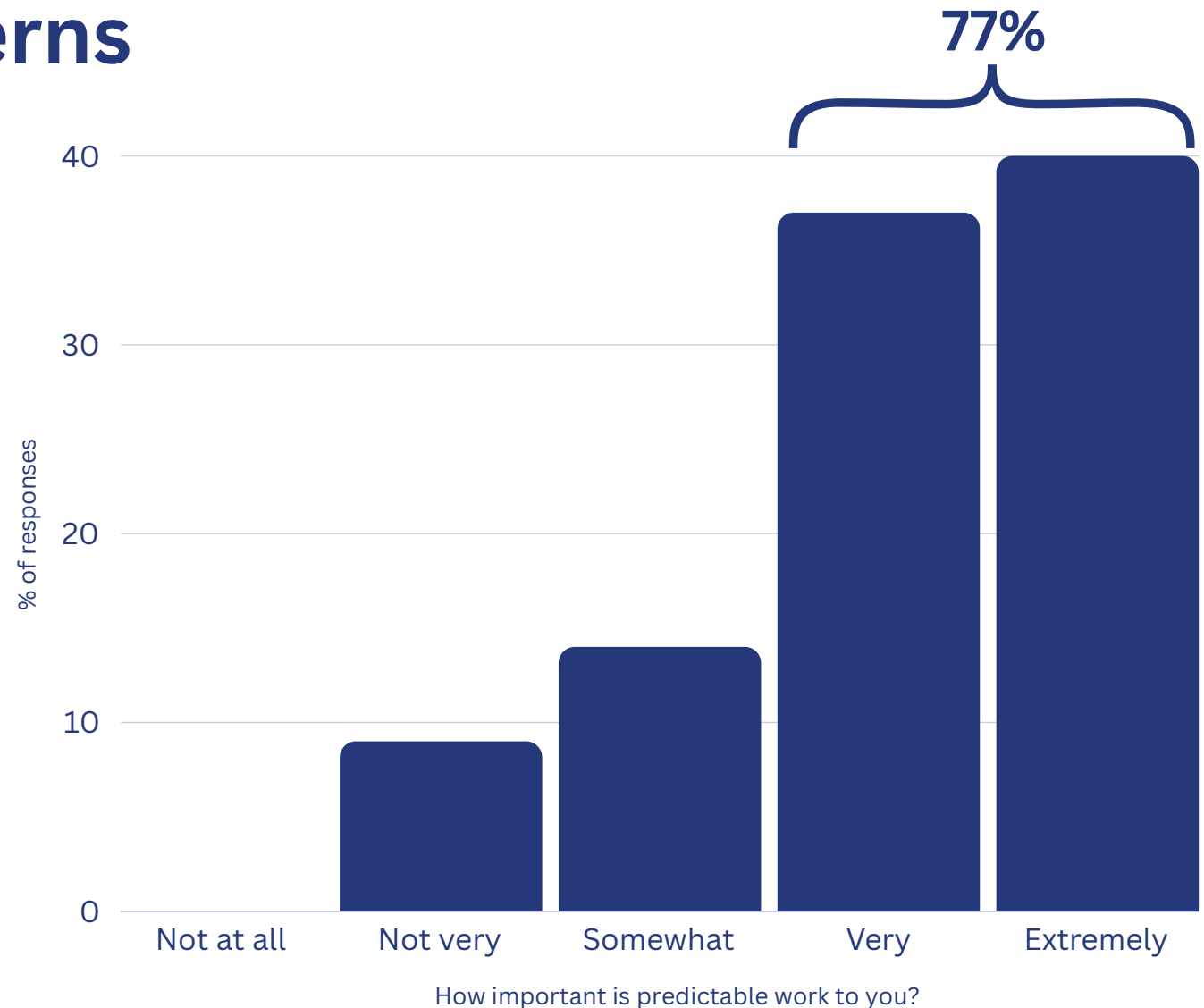


# Employees care about having predictable working patterns

When asked how important predictable work is to oneself, the overwhelming response was that it was 'very' or 'extremely' important, with 77% of participants selecting one of these options.

Notably, **nobody** stated that predictable work was 'not at all' important to them.

The importance of predictable work was further highlighted through the figures on the following pages (pp. 5-6), demonstrating what monetary sacrifices participants would agree to in order to ensure they had a predictable working pattern.



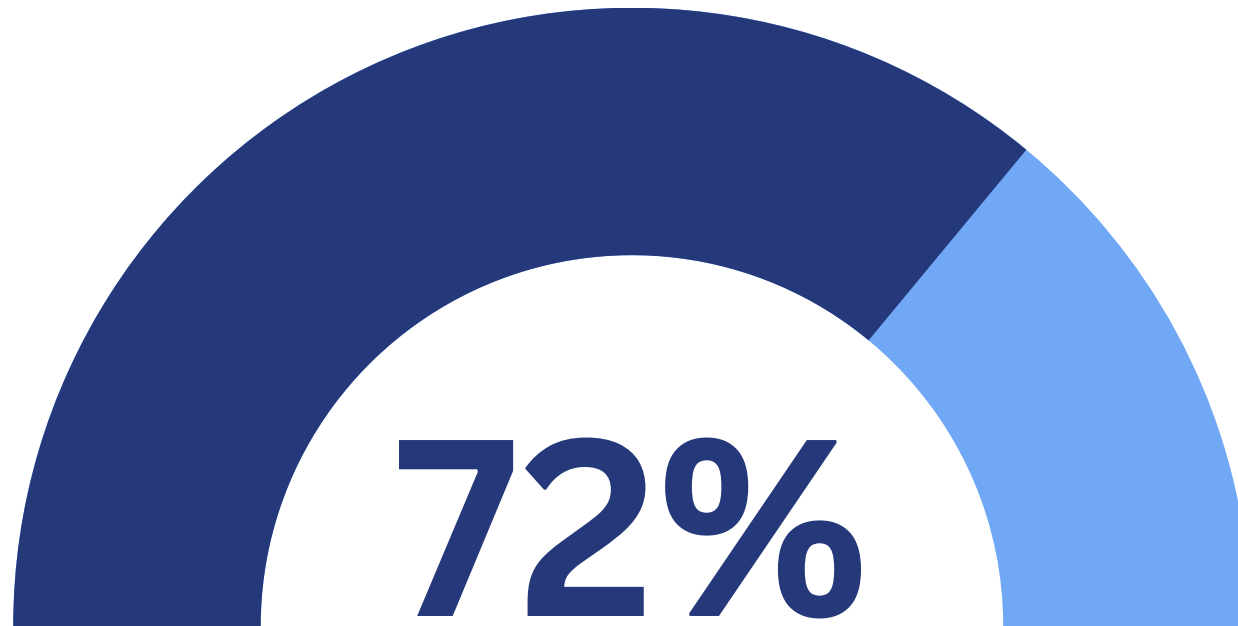
They'd even sacrifice their salary for it

600%

would sacrifice a % of their salary for predictable work.

# All employees would trade salary for control over their hours...

The Workers (Predictable Terms and Conditions) Act 2023 would have supported this notion, with workers being personally able to request predictable working patterns.

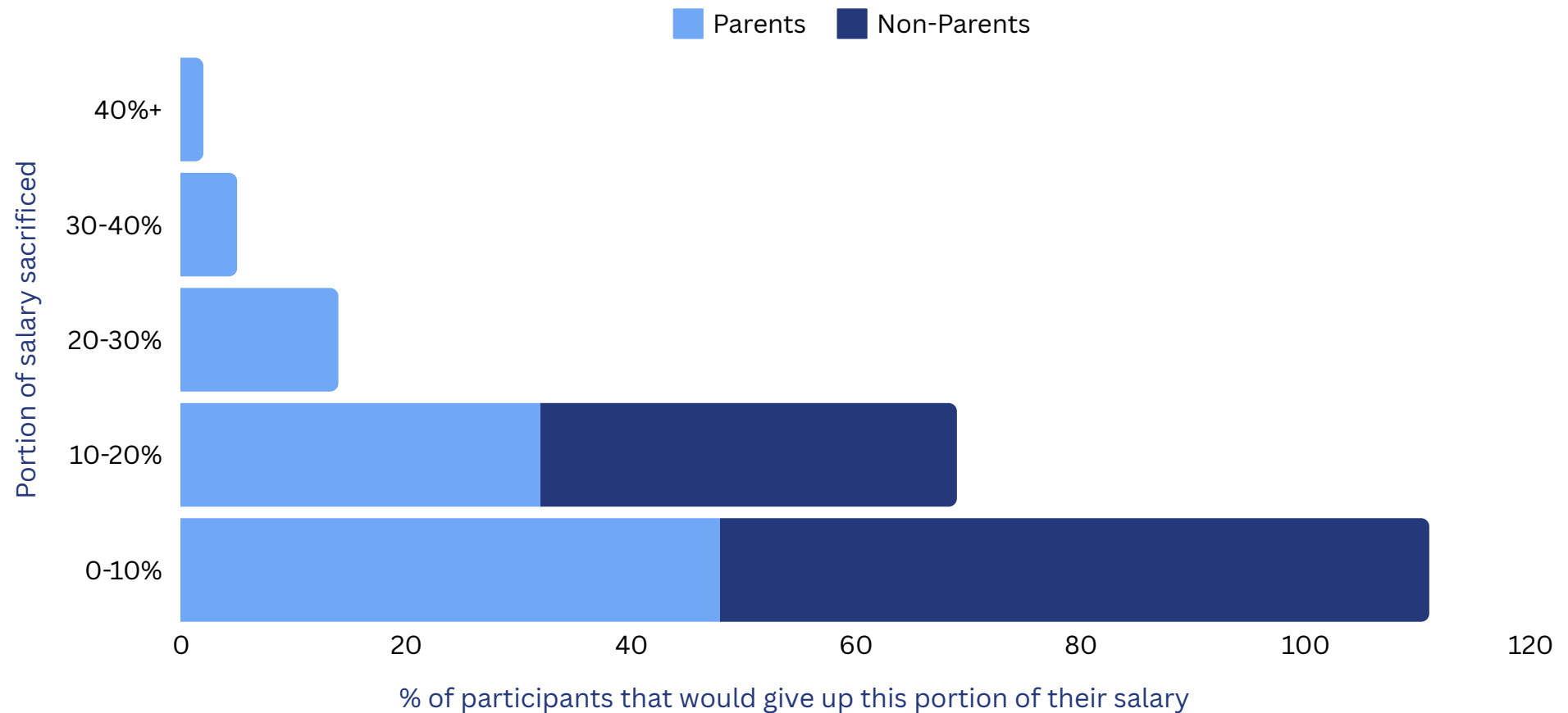


72% of respondents would accept a 30% salary cut in order to have complete control over their own hours.

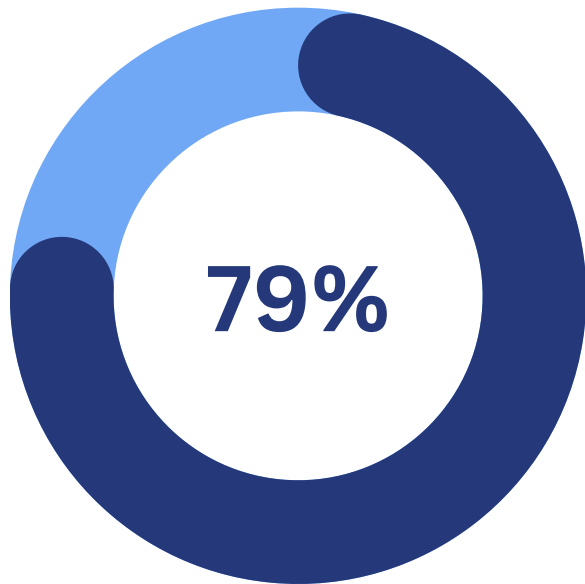


# ...but parents are more willing to take a pay cut

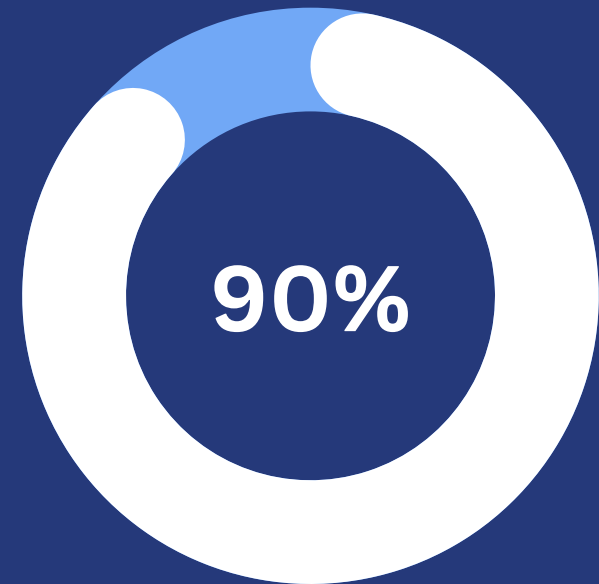
Whilst 60% of people said they would give up a portion of their salary for predictable working hours, parents were even more willing to sacrifice their salary than non-parents, who would not take a pay-cut above 20%. 5% of parents agreed to take a salary cut of up to 30%, and 2% selected as much as 40%, showing that predictable work is particularly important to those with children.



# All workers would stay longer in predictable work



would consider leaving a job if the hours were unpredictable.



would stay longer at a company that could offer predictable work.

# Unpredictable work has a negative impact on employee mental health

**66%**

of participants in unpredictable work reported that their job caused them stress.

The effect of unpredictable work on mental health:

**80%**

say unpredictable work would negatively impact their mental health.

**59%**

in unpredictable work have experienced burnout due to their job.

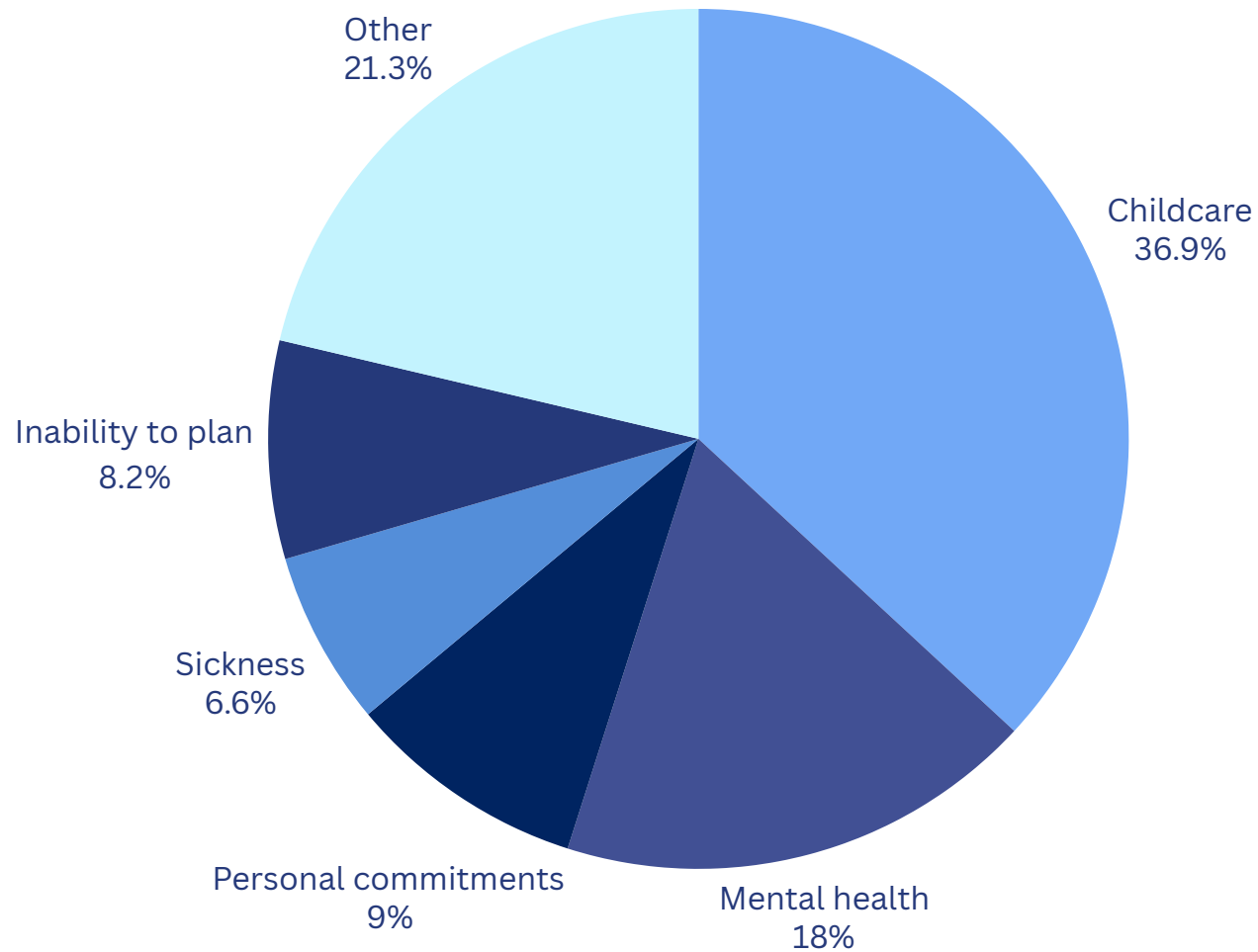
...and causes higher rates of absenteeism



68%

say that unpredictable work would lead to more absences.

# Childcare is the overwhelming reason for this absenteeism



# As parents feel very strongly about the difficulties of unpredictable work

*'I would always put the needs of my family first.'*

Susan, Aged 45  
Yorkshire

*'I'd be unable to get last minute childcare for two school-age children.'*

Eleanor, Aged 39  
Greater London

*'I can't get childcare cover. I'd have to pay a nanny to collect my children from school which is unaffordable, even if I was to find a part-time job.'*

Catherine, Aged 50  
South-East England

*'There would be no time to get childcare in place (you have to book weeks if not months in advance, especially in school holidays).'*

Grace, Aged 53  
North-West England

*'Emergency childcare is not always an option'*

Suzanne, Aged 42  
North-West England

*'Emergency childcare is so expensive in the UK.'*

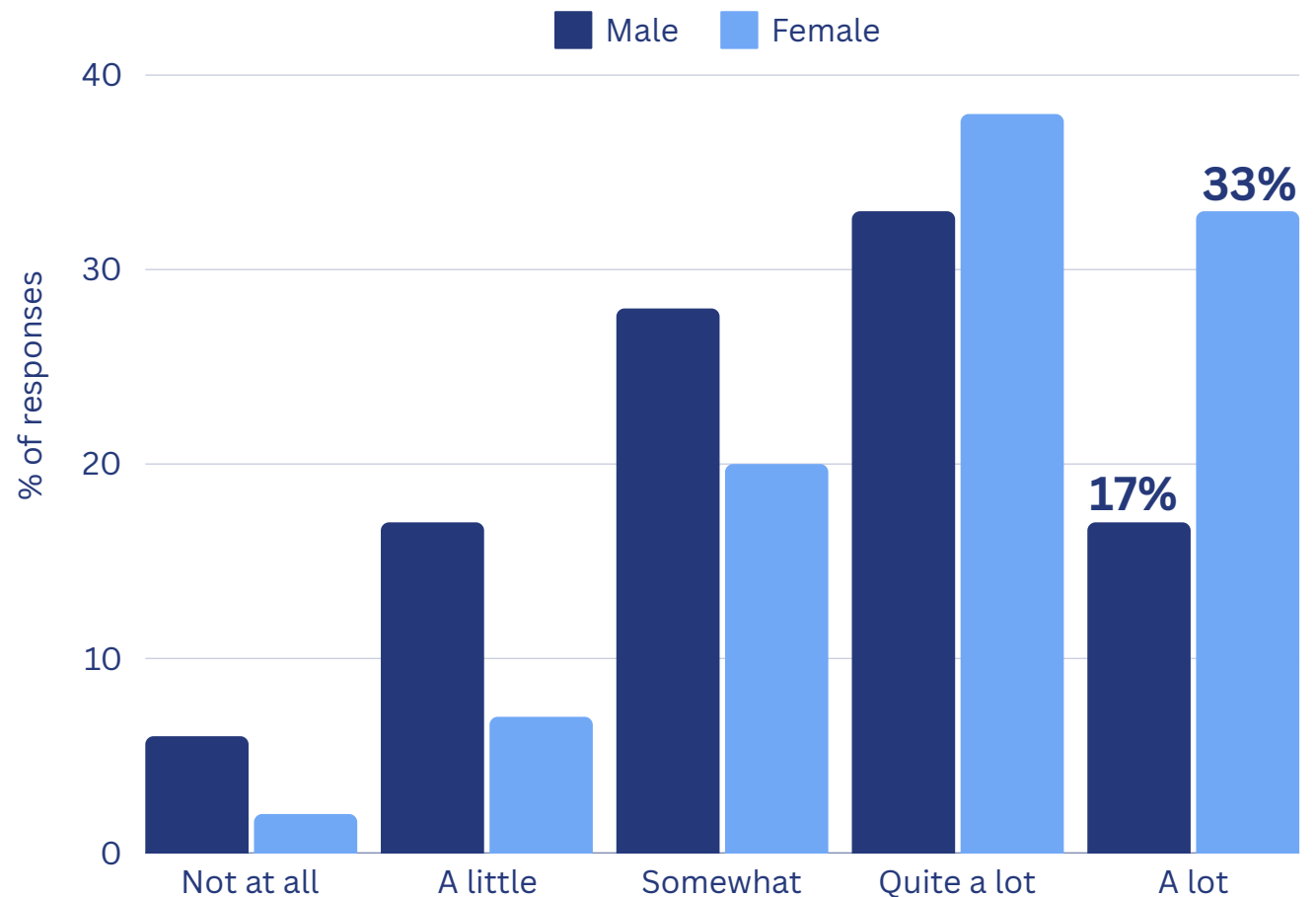
Yasmin, Aged 33  
East of England

# This issue has a disproportionate impact on women

We uncovered significant gender differences in the perceived negative impact of unpredictable work on family life. Female respondents show greater concern, with 71% indicating it would affect their family life "a lot" or "quite a lot".

51% of men voted that unpredictable work would negatively impact their family life only "somewhat", "a little", or "not at all" versus only 29% of women.

How much do you think unpredictable work would negatively impact your family life?



*“For so many, especially parents, the burden of unpredictable work— the constant scramble for last-minute childcare and the relentless stress of erratic hours—completely overshadows any benefit of higher pay. Our data makes it clear: workers are demanding work-life balance and mental well-being over salary.*

*If employers truly want to attract and retain top talent, they need to step up and offer reliable, consistent scheduling. This is no longer a nice-to-have—it’s essential.”*



Amelia Miller  
ivee Founder



# Conclusion

Our report highlights the critical importance workers, especially parents, place on predictable work schedules, with many willing to make significant financial sacrifices to secure them. According to our survey, 60% of respondents would voluntarily accept a reduction in their salary for the assurance of consistent hours, with some parents willing to take cuts as large as 30-40%.

As recent legislative efforts under Labour continue to focus on promoting more predictable work arrangements, it's clear that all workers stand to benefit from more stable schedules. Predictable work not only improves mental health and reduces absenteeism but also has a profound impact on employee retention, with 90% of respondents indicating they would remain longer at companies offering such conditions.

Given these findings and Labour's evolving policies on employment, it is evident that fostering predictable work is essential for creating a more inclusive, supportive, and productive workforce. As we anticipate further changes in 2025, it's crucial for employers and policymakers to prioritise predictable work arrangements to better meet the needs of workers and their families.



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Contact us at: [hello@ivee.jobs](mailto:hello@ivee.jobs)



Let's make returning to work, work.