



November 2019

**UK Music Draft Consultation Response: *Parental leave and pay: Supporting parents and achieving equality* – Department for Business, Energy & Industrial Strategy**

**Section 1: Paternity leave and pay**

**Question 3: How should the costs of providing Paternity Leave and Pay be apportioned between Government, employers and parents?**

UK Music is the umbrella body representing the collective interests of the UK's commercial music industry, from songwriters and composers to artists and musicians, studio producers, music managers, music publishers, major and independent record labels, music licensing companies and the live music sector.

UK Music exists to represent the UK's commercial music sector, to drive economic growth and promote the benefits of music to British society.

UK Music runs a Taskforce which surveys the diversity of the music industry, with a focus on gender and ethnicity.

UK Music recommends that the Government should cover the cost of paternity and maternity pay is covered to an extent which makes it financially viable for both mothers and fathers to take time off work. This would ensure equality for fathers who wish to spend time raising their child without financial penalty and for mothers who are not forced to disrupt their careers in order to be the primary care giver.

UK Music recommends provision of a minimum 12 weeks paternity with a six-week portion paid at 90 per cent to be taken at any time in the first 18 months and split into blocks.

UK Music wishes to seek clarity on how maternity and paternity provision takes into account same sex and non-binary parents for whom the law is not clear in application. This will help to provide equality for all.

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UK Music feels that in addressing an equality and parity for parents in their rights to leave and pay it is crucial that parents who adopt children are considered equal and afforded such provisions.

Paternity leave and pay should be a day one right for all workers including the self-employed. This will support the talent pipeline of males and females across the industry and create a more inclusive and flexible workforce. Parental pay rules must be adapted to reflect the needs of the modern family.

## **Section 2 – Shared Parental Leave and Pay**

**Question 10: What aspects of the current Shared Parental Leave and Pay scheme are most successful, and which are most in need of reform? Please give reasons for your answer.**

UK Music recommends reform of the eligibility for the self-employed under the Shared Parental Leave and Pay Scheme.

Since it was introduced in 2015, shared parental leave and pay legislation has meant that employees can split their parental leave. It's a flexible system that means parents can make the decisions about childcare and work that are right for them.

However, there is no shared parental leave and pay system in place for self-employed parents. The current system of Maternity Allowance (MA) for the self-employed places the entire burden of childcare onto the mother and offers no financial support for self-employed fathers or same-sex partners wanting to share some or all of the childcare. This inflexible system perpetuates gender-stereotypes and is holding back equality in the music industry, where around 72 per cent of all workers are self-employed.

Self-employed mothers have no employment protections. MA also can't be split into separate blocks, so if the woman comes off MA in order to work for a period she cannot go back on MA.

Often, self-employed women may have some essential work to carry out in the MA period in order to maintain their business and relationships with clients. According to research from Parental Pay Equality in 2018 only three per cent of self-employed mothers are back to their pre-baby earnings by the time their child is one year old, compared to 23 per cent of employees. Only 20 per cent of self-employed mothers are back to their pre-baby earnings by the time their child is two, compared to 26 per cent of employees. UK Music recommends increasing Keeping In Touch days to more than 10 as this is not enough for self-employed women to maintain their careers.

There is currently is no mechanism by which self-employed fathers can claim financial support for looking after their child. Fathers are therefore being denied the opportunity to raise their child.

UK Music supports introduction of a parental allowance which would apply to parents when statutory pay and the maternity allowance do not. This should be available to any parent, including adoptive and parents in same sex relationships.

In terms of a reform, the provision of childcare for children aged six months and over should be considered as part of this discussion.

**Question 11: Should there be a dedicated pot of leave and pay for each parent within the Shared Parental Leave and Pay scheme?**

Yes  No  Not sure

UK Music supports dedicated parental leave for all. Flexibility is key to ensuring equality for everyone within Shared Parental Leave. Therefore we do not believe there should be restrictions on how much paid leave either partner can take in the Scheme.

**Section 5: Towards a comprehensive suite of parental leave policies**

**Question 26: If you consider that the Government should prioritise reform of parental leave and pay policies, which policies are most important and why?**

UK Music advocates that the Government introduces shared parental leave and paternity leave to the self-employed and all workers as well as paid adoption leave for the self-employed.