



Department
for Culture
Media & Sport

The Marquess of Lothian
House of Lords
London
SW1A 0PW



Department
for Business
Innovation & Skills

Baroness Neville-Rolfe DBE CMG
Parliamentary Under Secretary of State
and Minister for Intellectual Property

1 Victoria Street
London
SW1H 0ET

T +44 (0) 20 7215 5000
E enquiries@bis.gov.uk

www.gov.uk/bis

16 May 2016

Dear Michael,

You tabled the Parliamentary Question below, and I said that I would write with the substantive answer.

To ask Her Majesty's Government what assessment they have made of figures released by the Citizens' Advice Bureau indicating that pregnancy and maternity discrimination in the workplace is rising; and what action they plan to take as a result. HL8281

Pregnancy and maternity-related discrimination is both unlawful and unacceptable. That is why the Department for Business, Innovation and Skills and the Equality and Human Rights Commission (EHRC) jointly commissioned independent research to better understand the issues so that appropriate steps can be taken to address the situation.

The Government responded on 22 March 2016 to recommendations made by the EHRC on tackling pregnancy and maternity-related discrimination in the workplace.

Our response to the EHRC's recommendations sets out the steps we will take with the EHRC and others: promoting opportunities for women, including pregnant women and new mothers; ensuring that female talent is recognised and rewarded; and working to ensure that employers are aware of and comply with their legal obligations.

I am placing a copy of this letter in the Libraries of the House.

A handwritten signature in black ink that reads "Lucy Neville-Rolfe". The signature is written in a cursive, flowing style.

BARONESS NEVILLE-ROLFE DBE CMG