

# Scottish Government launch support for women returning to work

The Scottish Government will try out a new way of getting women back into work. The 'Returners' project which will be piloted across Scotland will help any woman wanting to go back to work after a gap in their working life to update their skills.

This is aimed at making it a lot easier for employees and employers, and will smooth the transition phase.



The First Minister explained what the project will do when she opened Deloitte's new Glasgow office earlier. There she met women who have benefited from the firm's Working Parents Transitions Programme to help them back into work. She said:

"Many women struggle to get back into work due to a lack of access to flexible working that allows them support care commitments. They can lose confidence and relevant skills after being out of the workforce especially in the science and technology sectors where technology has moved on at a rapid pace.

"Every woman must get the best support to return to work and that is why we will pilot a Returners project, working with employers to get the right processes and training in place to help women back into work.

"Deloitte recognises the importance of supporting women and its transition programme in helping parents make career choices and a successful return to the workplace.

"Greater equality of opportunity is a priority for my

Government and that applies to everyone. When we tap into the diverse talents and the rich experiences of everyone, we'll have a stronger economy and country."

Deloitte also today signed the Scottish Business Pledge, making a commitment to nine good business practices including the Living Wage, workforce diversity and family friendly workplace policies.

The First Minister added: "I am pleased that such a large business, with more than 530 employees in Scotland, has made this commitment, setting a good example to other firms of its kind around the country. Their Pledge sits alongside more than 260 ambitious and innovative companies and is good for business and good for Scotland."

Elaine Boyle, a Corporate Tax Director at Deloitte based in Edinburgh, is one of the beneficiaries of the firm's Working Parents Transitions Programme (WPTP). The WPTP is available to any primary carer working at Deloitte and is designed to help new parents make a smooth transition back into the workplace following maternity or paternity leave."