



Greg Clark
Secretary of State for Business,
Energy and Industrial Strategy
Department for Business, Energy & Industrial Strategy
1 Victoria Street
London
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United Kingdom

June 25th 2019

Dear Greg,

We welcome media reports that the Government is considering extending paid paternity leave to 12 weeks – a move which we strongly support.

However, we would urge you to also include self-employed parents in any proposed reforms, as self-employed parents now make up 15% of the workforce.

The vast majority of creators in the music industry are self-employed. At present, current regulations place the burden of childcare on the mother, damaging her career prospects while preventing fathers from spending time with their new families. With women still under-represented in all sectors of the music industry, the ability to share parental leave could be a game-changer in retaining freelance female talent.

These urgently needed changes are long overdue. If the Government is serious about supporting businesses and the creative industries which contribute £100 billion to the UK economy, it must introduce reforms that reflect the modern working world.

It is vital that the Government listens and helps us continue to grow the UK music industry that already contributes £4.5 billion a year to the economy.

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We have long campaigned for self-employed parents to be given shared parental leave to give self-employed families the chance to decide care-giving and breadwinning roles for themselves - at no additional cost to the public purse.

Our letter to the Prime Minister in 2017 was signed by business organisations, trade unions, MPs and public figures from the arts, including film director Tim Burton and Coldplay's Chris Martin.

Since then, support for this policy has grown and there are two Private Members' Bills – including the #SelfieLeave Bill promoted by Tracy Brabin MP - progressing through Parliament with cross-party support.

Earlier this year, Liberal Democrat deputy leader Jo Swinson's unveiled her Bill that would compel the Government to make shared parental leave an immediate right for workers.

These urgently needed reforms would boost equality across our workforce and help millions of self-employed parents.

Yours sincerely,

A handwritten signature in black ink that reads "Michael Dugher". The signature is written in a cursive, slightly slanted style.

Michael Dugher

CEO, UK Music

Olga FitzRoy

Music Producers Guild Executive Director and Parental Pay Equality founder