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9 TO 5 NO MORE | Working mums valued here



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WOMEN and mums haven't always been welcome in the workplace, often treated as a liability.

Smithfield's Zifam Pinnacle pharmaceutical company sees otherwise. It recognises the value of mums returning to the workforce and is so keen to tap into this resource the company offers flexible hours and shifts to entice them.

The company has 98 staff – 72 of whom are women, 54 of whom are mums.

One of them, Laura Yang, has been with the company for almost five years. She has two children, Hayden, 2, and Elly 6 months.

"The company makes it easy to be a working mum. I was working in the lab which they open at 8am and close at 6pm.

"I have a choice of coming in early so I can leave as well. And that can vary a bit – depending on the kids. They were especially flexible after I had Elly, letting me do three days in the lab and two days at home. It was my manager's idea."

When Laura fell pregnant her manager changed her job so she wouldn't be handling chemicals while carrying a baby. "He moved from chemicals to documentation."

The company's flexibility allows Laura to continue working around her family's needs; her husband's demanding job means he's out at 6am to 8pm or 9pm.



Laura Yang (middle).

"It'd be good for my husband to get that flexibility as well! I'm really grateful to my company. I have friends with kids but they can't work because of the kids' demands.

"We have so many working mums here. The company has made it great for us."