

Transparency of flexible working and family related leave and pay policies – a quick response guide

Go to: <https://beisgovuk.citizenspace.com/lm/daa0d612/consultation/intro/>

*You do not need to respond to all the questions. We have highlighted those most relevant to parents.

*The question numbers and page numbers in this guide correspond to the questions on the consultation response form.

*Each question sets out Working Families' view on the questions posed by the Government.

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Q1. Working Families **strongly agrees**. We believe this will support parents to access information they might need in their current role without fear of negative consequences; and support their decision-making when applying for new jobs.

Q2. Working Families **strongly agrees**, for the above reasons.

Q3. Working Families **strongly agrees**. Compelling employers to publish their family related leave and pay and flexible working policies will support the drive towards more flexible and friendly workplaces, improving loyalty and motivation amongst staff.

Q6. Working Families believes collecting **all** the information suggested by the Government on a central database would be **very helpful**. In addition, we believe collecting the following information will support the creation of better quality, permanent part-time and flexible jobs and help identify organisations where those working part-time may be disadvantaged promotion-wise.

- How many jobs are advertised a) part-time and b) flexibly (as a proportion of all jobs) with the flexible working options specified
- How many staff (as a proportion of all jobs advertised) are recruited on a a) part-time and b) flexible basis (by gender)
- How many staff (as a proportion of all jobs advertised) are promoted on a a) part-time and b) flexible basis (by gender)
- How many staff are working on a zero-hours, casual, seasonal, or self-employed basis (by gender)

Q7. Working Families believes that **yes**, access to the above information would support parents' decisions to apply for job a lot, because candidates will have access to employers' policies around family-related leave and pay and flexible working.

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Q8. Working Families believes that a voluntary approach to transparency would be **not very effective**, and that a mandatory approach is likely to be more effective.

Q9. Working Families believes requiring employers to provide this information (family-related leave and pay and flexible working policies) as part of their annual Gender Pay Gap reporting would be **very effective** (B).

Q10. Working Families believes requiring employers set out how they are using greater transparency about their employment policies as part of their gender pay gap action plans would be **very effective**.

Q11. Working Families **strongly agrees**, because the compliance rate amongst employers for gender pay gap reporting is good.

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Q12. Working Families believes there should be a requirement to advertise jobs flexibly, by default; and that **the best option is a simple statement (such as “Happy to Talk Flexible Working”)**. Alongside any strapline and logo, the types of part-time and flexible working available in the role need to be specified, to help ensure the employer has fully considered what will work.

Q14. Working Families **strongly agrees**, because the compliance rate amongst employers for gender pay gap reporting is good.