

Social Justice and Social Security Committee – Inquiry into Child Poverty and Parental Employment

Additional information provided by Flexibility Works following evidence session on 22 June 2023

Received 28 June 2023

Thank you for asking Flexibility Works to give evidence at the recent **Social Justice and Social Security Committee** (22nd June) held at the Scottish Parliament.

We wanted to follow up on this to re-cap the main **recommendations** we have for **Scottish Government**:

1. Spearhead an awareness raising campaign in Scotland to raise awareness of the benefits of flexible working, and help employers get ready to embrace new UK flexible working legislation expected in early 2024, which among other measures gives employees a 'day one' right to request flexible working.
2. Strengthen the Fair Work First commitment to 'offer flexible and family friendly working practices for all workers from day one of employment' making it genuine, and a measurable requirement for procurement and grant giving, potentially through a recognition scheme for employers.
3. Lead by example in their working practices, alongside all public bodies, including making flexible working the default way to work, and to design and advertise all jobs as open to flexible working and undertaking employee-led reviews of their practices.
4. Creating dialogue with the private sector, in particular SMEs, to find out what help and support they need to help them implement greater flexible and family friendly working, ensuring a focus on non-office jobs.
5. Provide specific financial support for employers to help them embed flexible and friendly working, including manager training.
6. Continue funding for Flexibility Works to help us raise awareness of the benefits of flexible working, showcase good practice in flexible working, and work to improve flexible working in the least flexible sectors.
7. Ensure providers of funded employability programmes are advocating for, and brokering, flexible jobs.
8. Continue funding 'Women Returner' programmes, which include helping women understand more about the types of flexible working available to them, and how to find and apply for a flexible role.
9. Use some of the funding allocated for proposed private and public sector four-day working week pilots to scope and trial other specific forms of flexible working. This

should include the creation of flexible opportunities for frontline workers in sectors such as social care.

Thank you again for this opportunity and we look forward to hearing the outcomes decided upon by the committee.

Yours sincerely

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Works