HR and future family policies

Heejung Chung, Reader in Sociology and Social Policy, University of Kent
Overview

- Key policies and future changes to look out for
- Why should you provide family friendly policies
- Barriers and how to overcome them
- What would help – from government and other bodies
Key policies and changes

- Right to request flexible working (review in 2019) → Flexible working as a day 1 right
- Maternity/Paternity leave – Shared parental leave (reporting/policy change potential)
- Gender Pay Gap reporting (from 2018, all companies 250+, from 2020 for all companies with 50+ workers)
Right to request flexible working

- Currently BEIS will be running a review of right to request flexible working (chaired by CIPD)
- “We need to see a real step-change in the number of companies publishing their gender pay data and offering progression and flexibility for all employees.”
- Key change – request from 26 weeks in service to **day 1 right for all workers**
Shared parental leave

- Parental Leave and Pay Arrangements (Publication) Bill 2017-19 – companies need to report their maternity, paternity leave arrangements and pay levels
- Women & Equalities Select committee recommendations for Fathers at Work
  - Fathers and second parents would be eligible for this leave in their own right; it would not affect mothers’ existing entitlements to maternity leave and pay; for 3 months - at 90 per cent of salary for the first four weeks (with a cap for higher earners), and the remaining eight weeks paid at statutory levels.
  - It would be available both to all workers (including temporary agency workers)
Why should you provide family friendly policies

- Productivity
- Reduction in loss (sickness, absenteeism)
- Recruiting (back) – especially millennial workers
- Skill maintenance/attrition retention of staff – especially mothers, but also fathers
- Gender inclusivity – better performance, better skills especially in the future
Barriers?

- Planning work
- Thinking about commitment/productivity
- Thinking in long term
- New ways of managing workers – especially outside the office
- Health and safety

- Trust – how to manage work so both win!
- Other costs?
Who can help you?

- Government equality office – key practical guidelines for employers, employers forum
- ACAS – holds a wealth of information for employers
- Chartered Institute for Personnel Development/Chartered Management Institute – guidelines/training
- [https://www.cipd.co.uk/knowledge/work/trends/uk-working-lives](https://www.cipd.co.uk/knowledge/work/trends/uk-working-lives)
- Various consulting companies to help you become more family-friendly and productive to meet future demands (Workingmums, WorkingFamilies, Timewise, etc.)
Questions etc

- H.chung@kent.ac.uk
- http://www.wafproject.org
- @HeejungChung
- @Wafproject