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FIVE

REGIONAL AND LOCAL POLICY

ways to promote
inclusive access
to flexible
working

1

FAIR WORK CHARTER

Monitor and evaluate roll out. Consider whether provisions on flexible working can be strengthened, including commitments to monitor uptake and report on inequalities



2

HEALTHY ENTERPRISES

Invest in, champion and ensure regional and local procurement processes support business models in which the bargaining positions of employees around flexibility tend to be more equalised (e.g. cooperatives, employee-owned firms)

3

EQUITY AND FAIRNESS

Continue to support initiatives focused on workplace equity and fairness to ensure all employees feel a sense of belonging at work and feel safe to request flexible working

4

BUSINESS SUPPORT SERVICES

Ensure business support services provide advice to employers to normalise conversations about flexible working (to address flexibility stigma) and help ensure organisational policies make clear that requesting flexible working is a right for everyone



5

INVEST IN AND SHARE LEARNING FROM FLEXIBLE WORKING PILOTS

Fund and share good practice from pilots to improve inclusive access to flexible working (e.g. for site-based or frontline workers), building awareness about reciprocal benefits for employers (e.g. staff retention, productivity)

