

LCBB5004
ASSESSMENT 1
INDIVIDUAL
PRESENTATION

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INTRODUCTION

- In this presentation, we will discuss how Covid 19 scenario introduced the concept of flexible working hours.
- We will discuss how flexible working has benefited employers by enabling them to broaden their scope of hiring, improve the working experience of the existing employees and hence improve overall retention (Forbes, 2020).
- We will also discuss how flexible working hours may lead to a rise in inequality and analyse the role of the Human Resource department in addressing these concerns.

IMPROVING DIVERSITY AND INCLUSION AT WORKPLACE

Improving Diversity and inclusion is a crucial objective in all organizations. Human Resource Department Concerns related to great resignation going on to pursue a less stressful and meaningful career, especially for women and people of colour due to factors such as (El-Amin, 2022):

- Covid 19 pandemic
- Opportunity offered by Gig economy
- Improper employee rewards and recognition
- Racism faced by people at their workplace
- Leaving jobs to support the family as caregivers
- Barriers posed due to age, gender, residing location, or any kind of disability

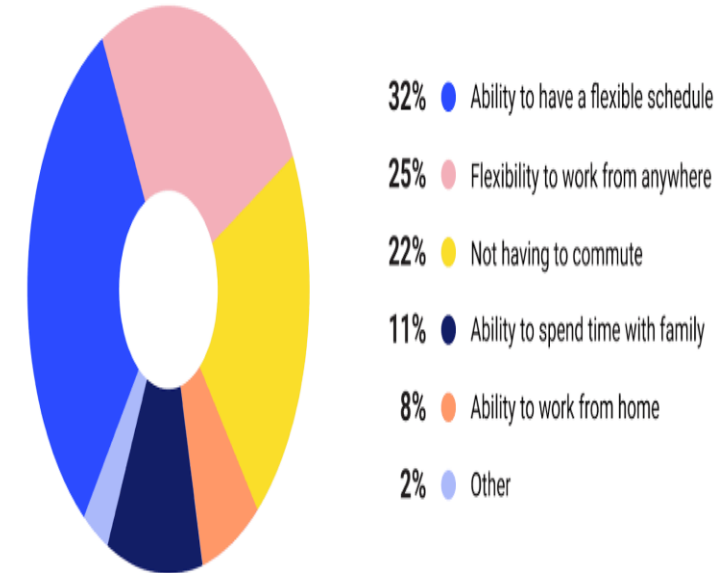


(Source: Clockit, 2022)

BENEFITS OF FLEXIBLE WORKING PRACTICES

- Improves diversity and inclusion in the workplace
- Helps in improving retention
- Enables companies to attract top talent
- Increases productivity and efficiency
- Increases employee engagement
- Helps organization to cut down costs and remain environment friendly (Idowu, 2020)

What's the biggest benefit you see to working remotely?



2021 State of Remote Work
buffer.com/2021-state-of-remote-work



(Source: [blog.emplus](https://blog.emplus.com), 2022)

FLEXIBLE WORK PRACTICE IMPROVING DIVERSITY AND INCLUSION

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Flexible working practices can be leveraged to improve diversity and inclusion by:

- Helps in creating new opportunities due to flexible work location.
- Bring employees to the spotlight who otherwise were under-represented.
- Helps parents to return to work
- Reduce the gender pay gap
- Help people with disabilities or fluctuating health to remain in the workforce (Chung et al., 2021)
- Help caregiver balance their caregiving responsibilities and professional careers(Blanc, 2022)



(Source: bureau of labor statistics, 2022)

ROLE OF FLEXIBLE WORKING PRACTICES ON INCREASING INEQUALITY

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Flexible working has been a demand of various caregivers, mothers, and disabled people but employment experts and economists have raised concern that this could lead to more inequality in office (Chung et al., 2020):

- It overburdens women with responsibilities at home
- It may result in a lack of career progression
- Increase in gender pay gaps
- Inequality faced in terms of being side-lined



(Source: Kent.ac, 2022)

ROLE OF HR IN REDUCING INEQUALITY

- Conducting training programs for the promotion of a diverse and inclusive workplace
- Ensuring employee engagement in remote working
- Providing mentorship and setting examples
- Ensuring better work-life balance for all gender
- Creating a mechanism for evaluation of work efforts for remote employees (Morley, 2018).



(Source: Vantagecircle, 2022)

CONCLUSION

- In this presentation we have discussed diversity and inclusion in the workplace, and discussed the advantages of flexible working practices. Analysed how flexible working practices can help in achieving inclusion and diversity in the workplace. We have also, discussed how flexible working may result in increased inequality. We have analyzed the role played by HR in managing inequalities in the workplace as a result of flexible working practices.

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Thank you

