

Potential impact of flexible working

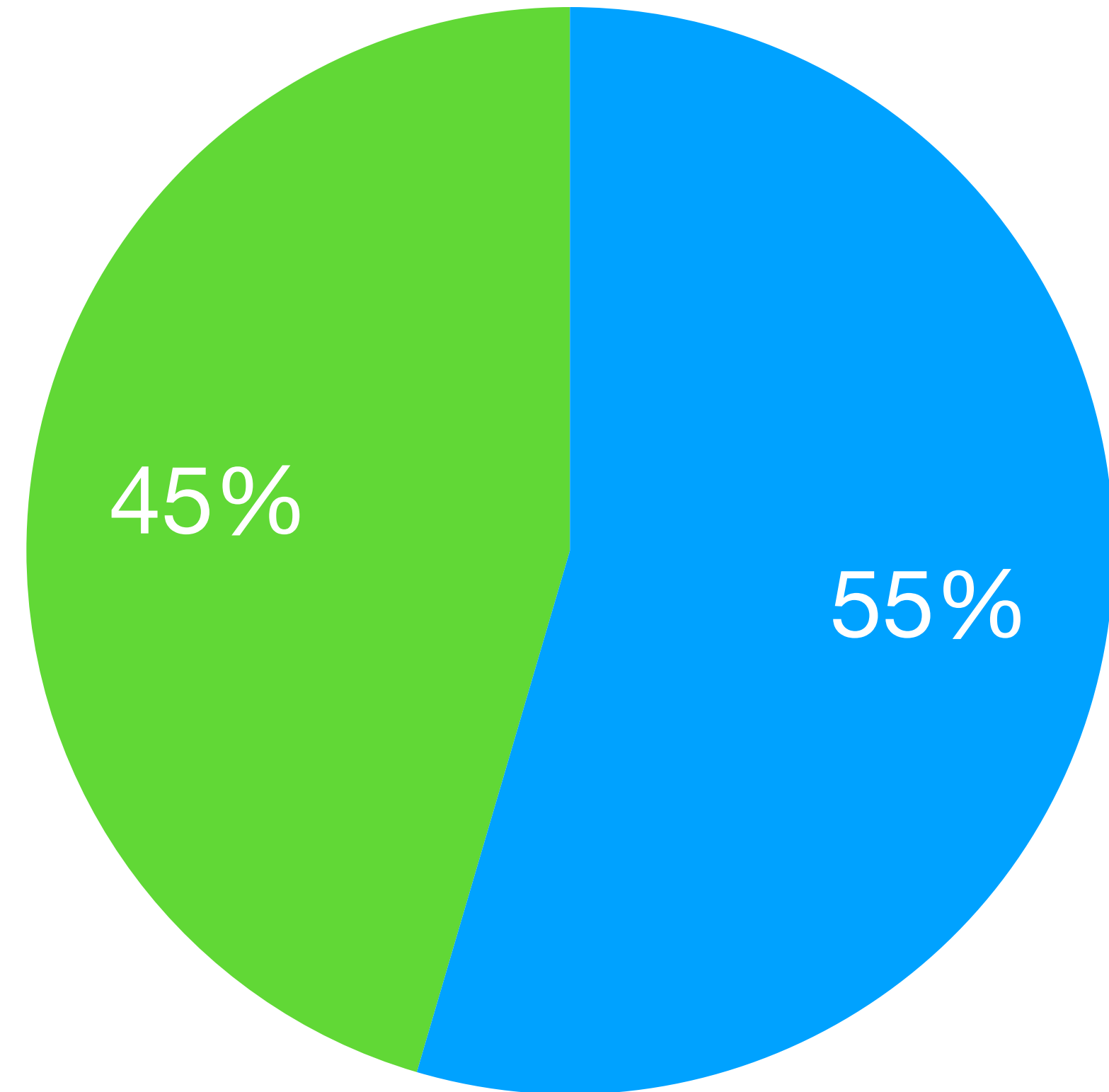
HR Diversity and inclusion

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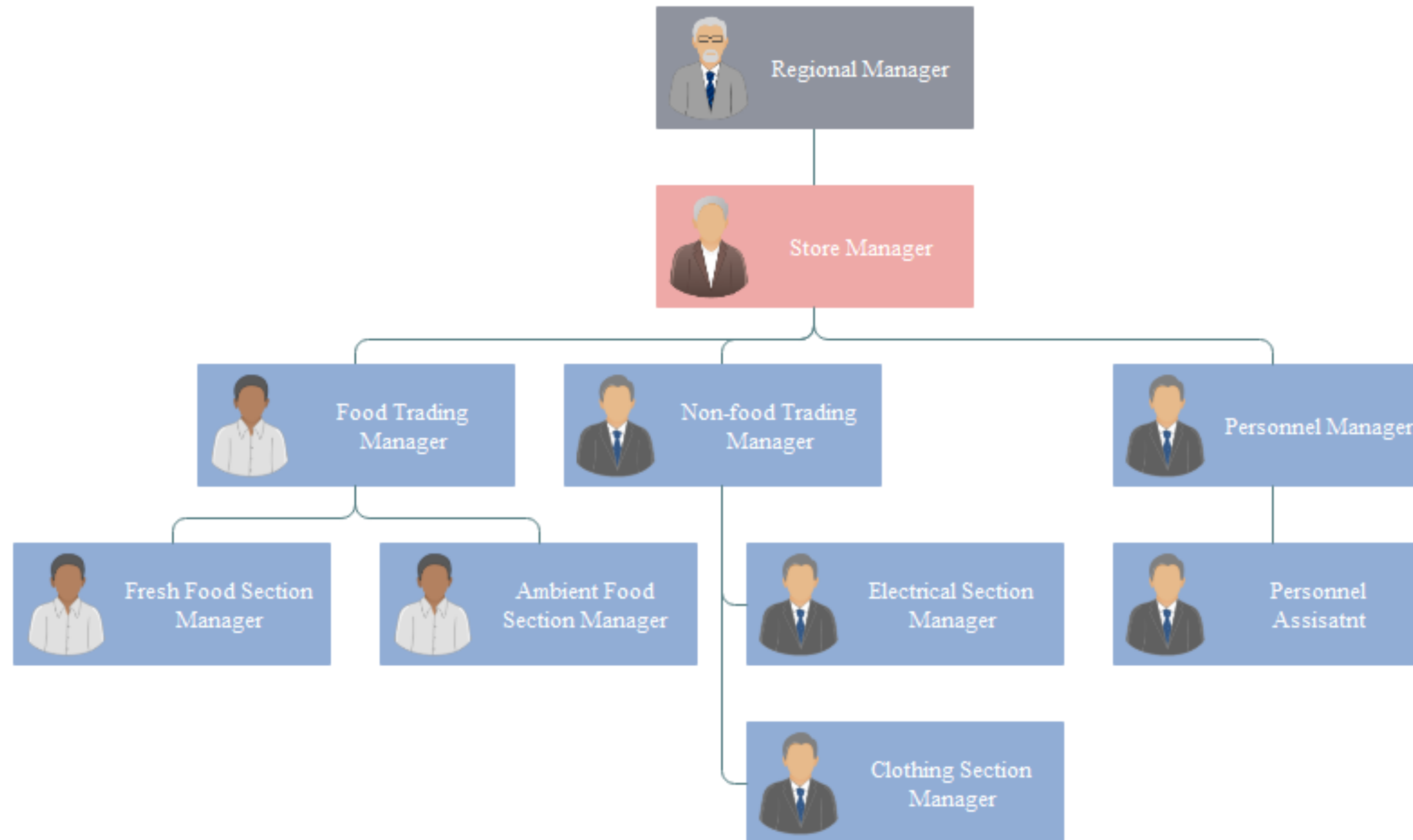
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Introduction

- *‘The disproportionate impact of the pandemic on minority groups is clear. Recovery within the workplace must therefore address the underlying causes of this inequality and do more to embed equality and inclusion into business as usual’.* **Smethers, Sam. 2021.**
- ACAS Survey: Employers expect staff working from home or remotely 55% part of the week and 45% all week.



TESCO operational structure



Factors associated with diversity and inclusion



- Diversity: “ *The condition of having or being composed of differing elements or qualities*”. (**Merriam Webster Dictionary, 2020**).
- Employees with varying characteristics. Different points of view contribute to creativity and innovation.
- Having respect and appreciation for those differences.
- Inclusion: “ *The action or state of including or of being included*”.
- Make inclusivity part of company values.

Role of HR in the promotion of diversity and inclusion

To make sure that the organisation is diverse and inclusive

- Hire with intention and specificity.
- Engage and develop.
- Promote inclusion to enhance performance.
- **Include-retain-reward** is the key to retention of valuable and creative work force.



Impact of diversity and inclusion in flexible working

- Surveys carried out by Vodafone, the BBC and the CBI (*Confederation of British Industry*) reported that:
- 61% reported that the company's profits increased.
- 83% reported an improvement in productivity.
- 58% believed that flexible working had a positive impact on their organisation's reputation.
- Better employee engagement, motivation and loyalty to their employer.



CONCLUSION

A diverse and inclusive work force being able to combine life and working experience through flexible working benefits employers, employees and the society as a whole.

References

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