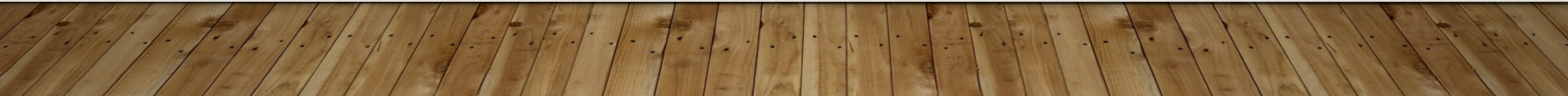


MANAGING PEOPLE

LCBB5004

*FLEXIBLE WORKING IN RELATION TO DIVERSITY AND
INCLUSION AT WORK*

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INTRODUCTION

- The Covid-19 pandemic has changed business and the way business operated at different levels.
- Differences in the extent to which workers could shift to a home office have become extremely salient during the pandemic (ONS, 2020).
- The working lives had changed as well as the way jobs were carried out in many sectors (The Economist, 2020).





DIVERSITY AND INCLUSION

- *Diversity* refers to the acknowledgement of the differences among employees and that the organisation benefits of the various workforce perspectives.
- *Inclusion* refers to the organisational practices and policies that ensure that employees feel included in the organization regardless of their differences such as identity, background or circumstances.

ROLE OF HUMAN RESOURCES



- In the United Kingdom (UK) the legislation towards diversity and inclusion refer to aspects such as religion, race, sex and sexual orientation, age, disability.
- Many organisations go beyond the legal compliance and promote and support diversity and inclusion at the workplace because of the benefits of a diverse workforce and the importance of valuing everyone in the organisation as an individual (CIPD, 2021).

FLEXIBLE WORKING

- Flexible working is “a way of working that suits an employee’s needs, for example having flexible start and finish times, or working from home” (Gov UK, 2022).
- Covid-19 pandemic determined a high increase in the remote working and further that organisations being more open to flexible working
- Flexible working can give the employees a higher degree of autonomy being able to decide how, when and where they can work.



WELLBEING AND ENGAGEMENT

- An inclusive workplace is enabling their workers to work together and to be able to contribute to their full potential towards the organization's goals.
- It has been observed that flexible working can contribute to employee wellbeing and engagement
- Flexible working helps employees to manage work life and their family responsibilities better and that can be mirrored in their commitment (CIPD, 2021).



FLEXIBLE WORKING IN RELATION TO DIVERSITY AND INCLUSION AT WORK



- Reduces the stress of travelling to the workplace and gives greater comfort to the workers with disabilities (Hubblehq, 2021).
- Businesses can employ a more diverse range of workers who can work from different parts of the world
- Helps employees feel more seen and included (Neuroleadership, 2020).

FLEXIBLE WORKING- COMPETITIVE ADVANTAGE

- Increases employee commitment
- Attracts younger workers and younger talent.
- Reduced work-life conflict
- Increase creativity (Wheatley, 2017).



CONCLUSION



In conclusion as a Human Resource Manager it is recommended for the selected retail organisation to increase flexible working as it can benefit the business activity.



Flexible working can become a competitive advantage if managed well because it can improve the well being of the employees, it can help employees to feel more included and can even attract new talent.

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