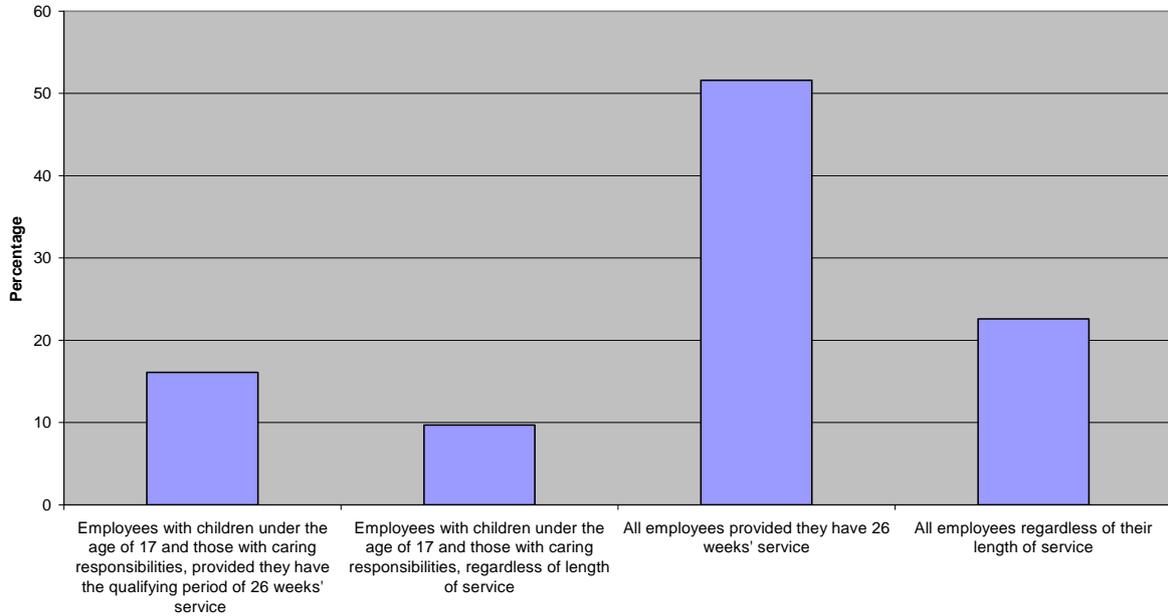


## Flexible Working Survey: Results

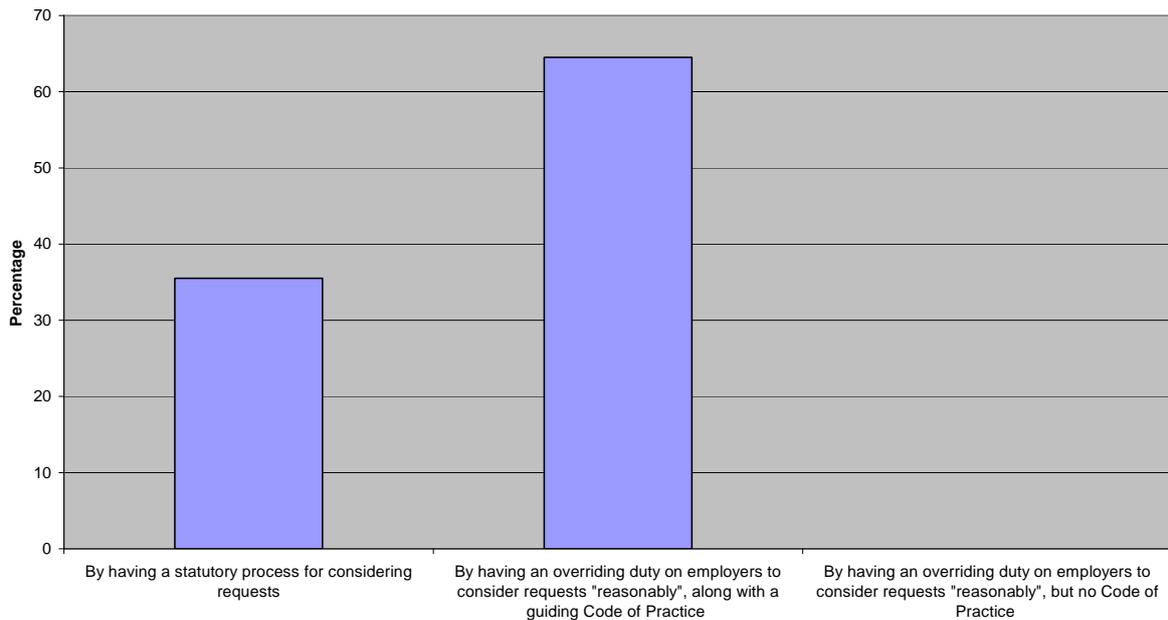
### Question 1.

Who do you think the right to request flexible working should be extended to?



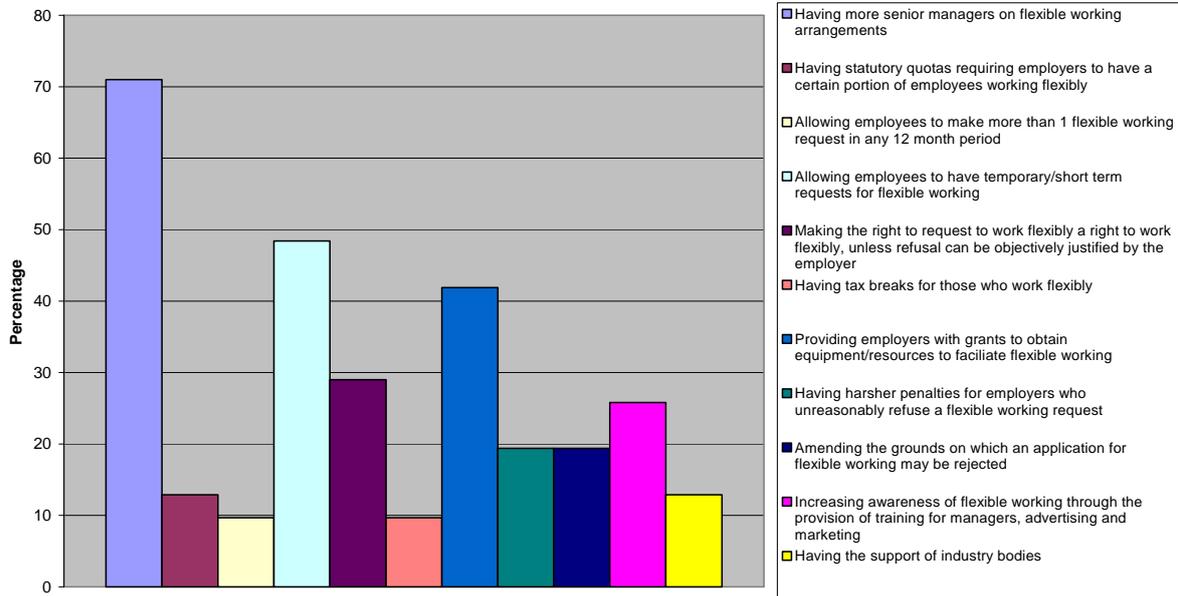
### Question 2.

How do you think the right to flexible working should be administered?



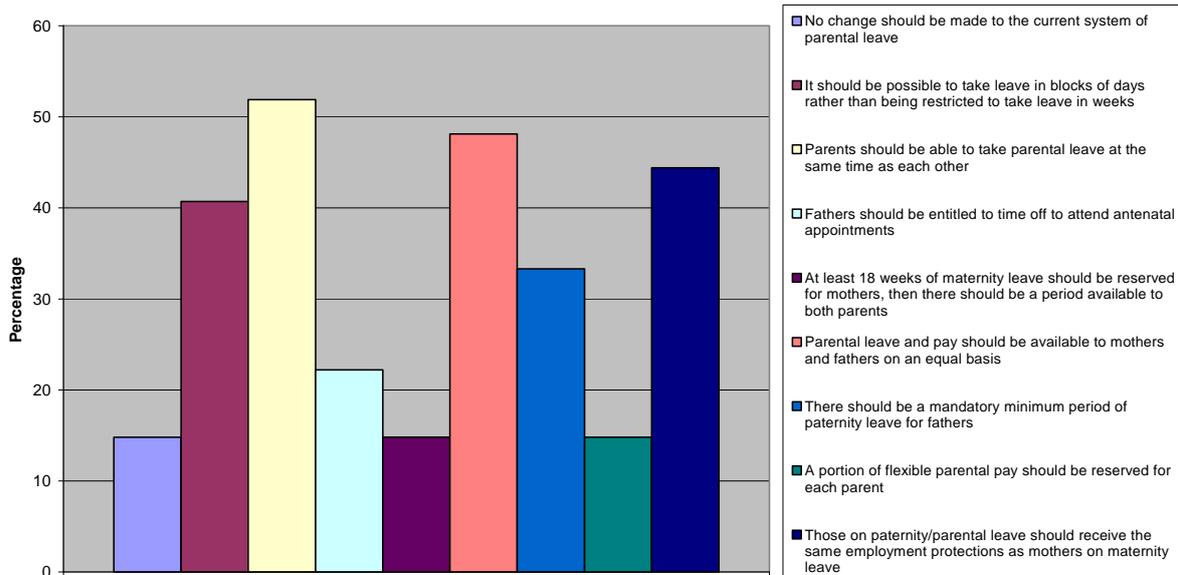
Question 3.

What do you think could be done to effect a cultural change on flexible working? (3 "top choices" chosen)



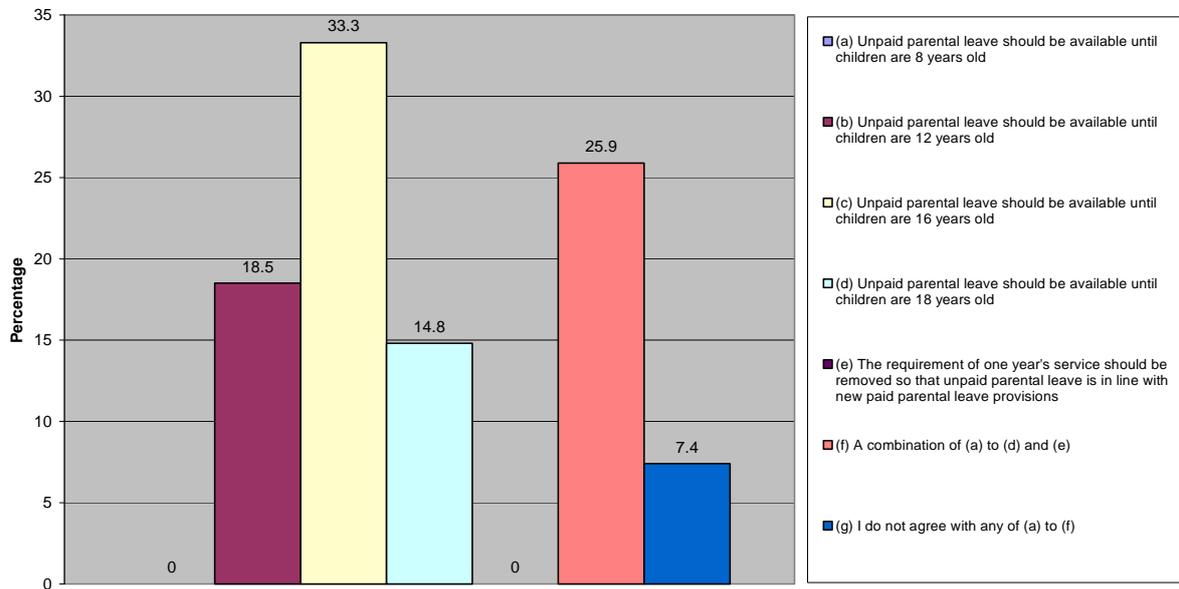
Question 4.

How can changes in legislation best encourage a culture of shared parenting? (up to 3 options could be ticked)



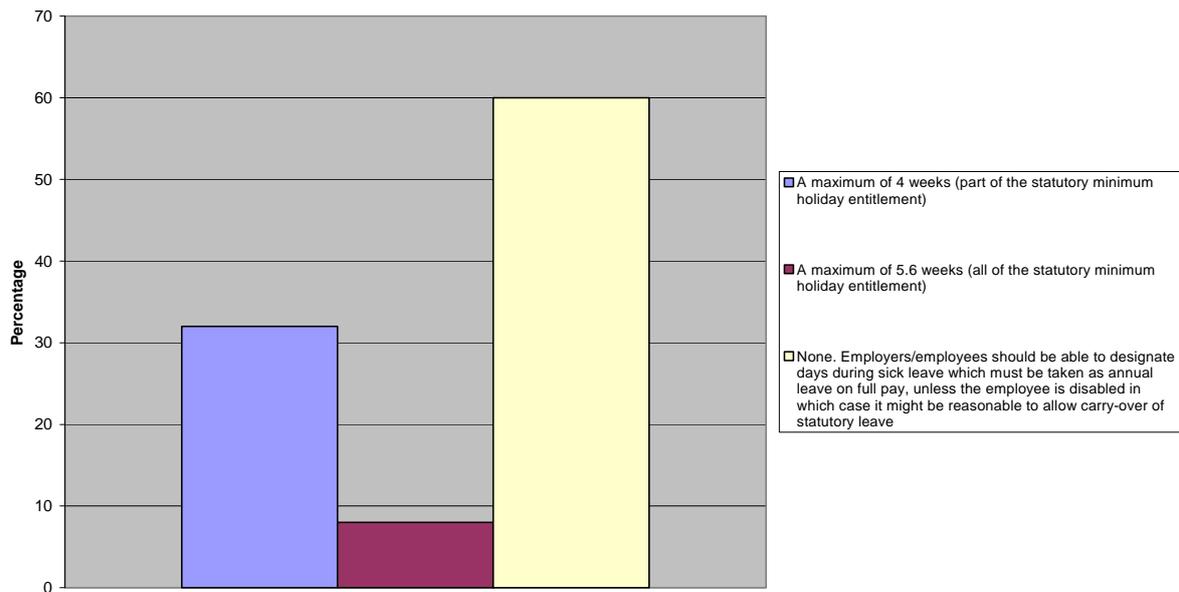
Question 5.

The Government is proposing to change rules in relation to unpaid parental leave. Which comment do you most agree with?



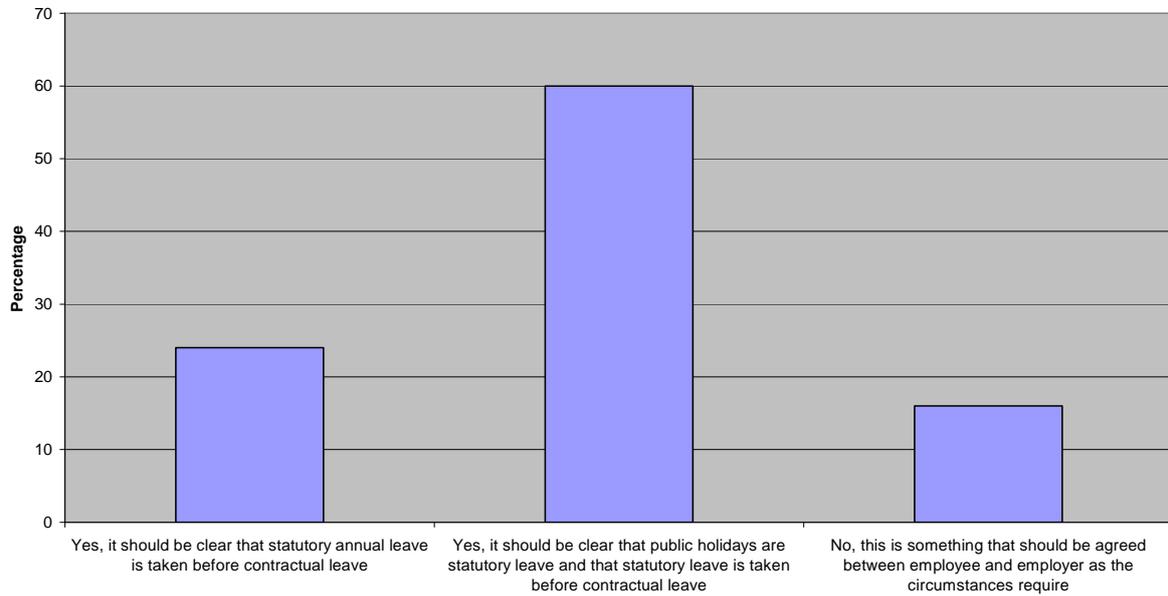
Question 6.

Where an employee has been unwell and unable to take holiday, how much leave should be carried over from one leave year to the next and why?



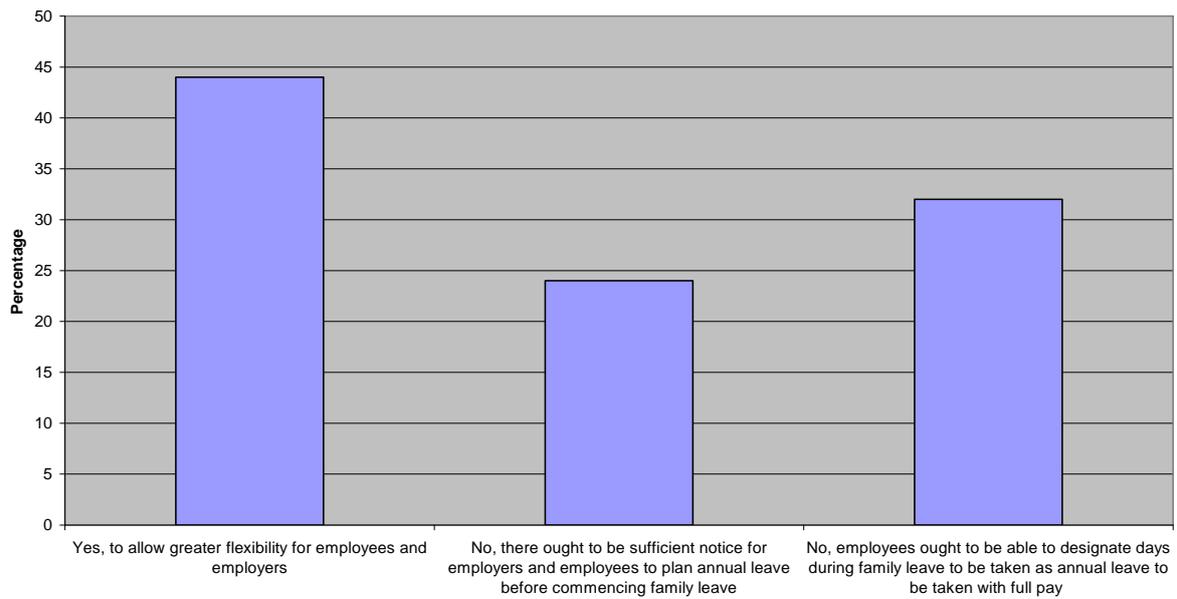
Question 7.

**Currently it is not clear whether contractual leave can be taken before statutory leave. Should the law dictate the order in which annual leave is taken?**



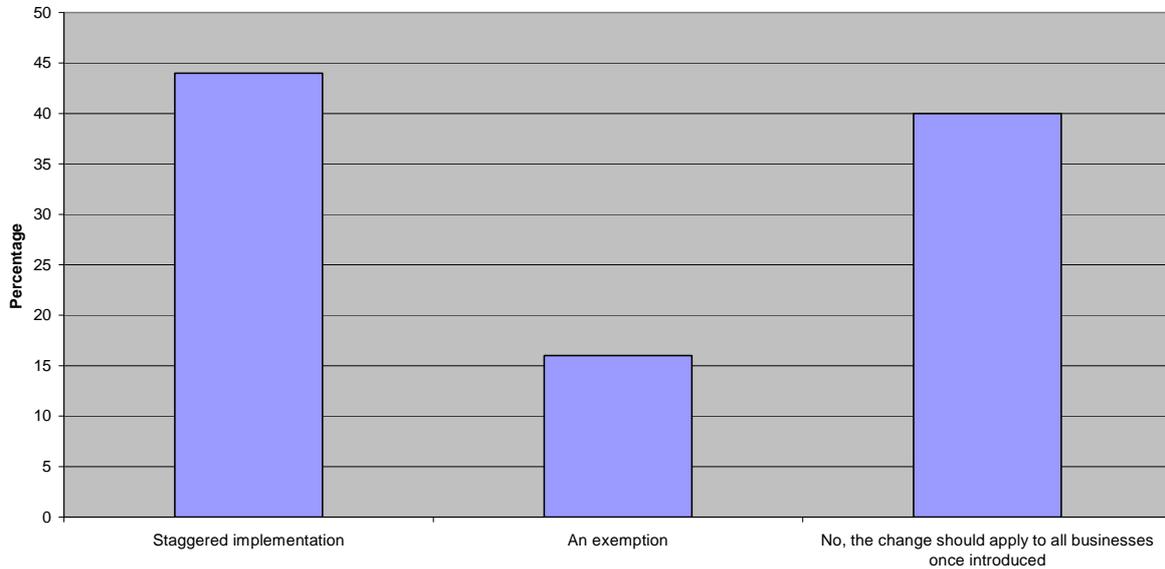
Question 8.

**Where an employee has been unable to take holiday because of family leave, should statutory annual leave be carried over from one leave year to the next?**



Question 9.

Should there be special treatment for small or start up businesses in relation to proposed new rights relating to flexible working/parental leave/holiday entitlement, for example, a permanent exemption or staggered implementation?



Question 10.

Please give your comments and views on the proposed changes

	Comment
1.	There must be a genuine desire on the part of management to bring about the culture change the government has in mind and this will only happen if - somehow - the cost to businesses of implementing the measures in question are mitigated or, to take matters further, if employers are rewarded for putting in place flexible working arrangements.
2.	Flexible working would be fantastic. I think this would be very popular if it were more available and accepted as a common practice in the workplace.
3.	Culture change needs to be led from the top - if senior management do not endorse it it won't happen. Employers need to stop thinking of this as a women's issue alone. Its vital holiday pay carry over is sorted - its a potentially huge cost for employers and we have to bear in mind how much more prevalent longterm sickness for stress and depression and anxiety seem to be these days.
4.	I think that unless the Government gives the legislation some teeth, little will be changed. There should be a greater obligation to give real consideration to flexible working. In addition, unless fathers have compulsory paternity leave the cultural pressures will mean that few take it.
5.	In a difficult economic climate, organisations should be able to think more creatively about how they manage their people - however I believe an organisation should have the flexibility to manage in a way that suits their organisation (and its size), it should not be dictated by statute

6.	In order to retain and attract we ought to offer out flexible working for all. It is unrealistic and draconian to make individuals do the 9-5. It would also help with excessive hours cultures. As a working parent, I really want it recognised that I want to leave sometimes at 3 to pick up my kids from school, with the pay back that I will work that evening. We need to adopt working practices to bring about this culture shift and not have stressed out working parents trying to cram everything into their lives! Social comment: children suffer too because of this!
7.	It will not be possible to change culture overnight, but a combination of the carrot (e.g. tax breaks) and stick (tougher penalties for those that unreasonably refuse requests) ought to speed-up the process.
8.	In the voluntary sector we are seeing more requests for flexible working. Due to a high number of part time staff working flexibly is accepted within our organisation and welcomed by staff. I think there will be more requests to take parental leave as a result of the changes, this is a change in culture that is not beginning to happen.
9.	not sure - culture will change slowly as i am sure it has already changed over the last 10 years or so. Some companies will always be resistant to change and these are the ones that should be pushed to do more
10.	Until we have a real cultural and behavioural change in the UK, with Senior Directors taking the lead, we will never have a truly flexible workforce. We have a long hours culture in the UK and you are not seen to be working hard unless you are at your desk at all hours. Until senior managers address this and promote more flexibility, nothing will change