

Achieving Equal Pay in the Workplace

Your Guide to Changing Policy and Practice

Part time and flexible working arrangements

Women are the largest group of workers in part time work and/or some form of flexible work arrangements that can lead to pay inequality. Asking questions about who can work flexibly can help uncover pay inequality.

What is the process for dealing with part time or flexible working arrangements?

How many requests for part time and flexible working have there been in the last 5 years?

How many were accepted and how many rejected?

How does the organisation support employees on part time contracts (for example with access to opportunities for training and career development? Or promotion and transfer opportunities, benefits and bonuses compared to their full time colleagues?

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