



John Griffiths AM
Chair
Equality, Local Government and Communities Committee

4 June 2018

Dear *John,*

I am writing in response to your letter of 15 May, requesting further information following my attendance at a scrutiny session of the Equality, Local Government and Communities Committee on 9th May.

Set out below is a response to your questions.

The percentage of flexible working patterns, and take-up of shared parental leave from men, in the Welsh Government

Flexible working patterns:

- 21% of staff work part time hours;
- 1% of staff have a term time working arrangement;
- 26% of staff are on a work pattern other than "STANDARD".

Shared parental leave:

- Four men are recorded as having taken up shared parental leave for the 2017/18 period.

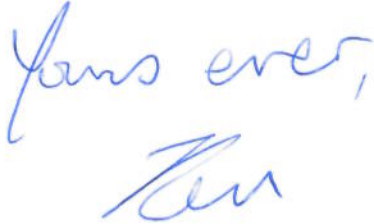
A note on any training on unbiased recruitment that might be provided to small businesses as part of the Economic Contract.

The Economic Contract requires businesses seeking Welsh Government support to commit to growth, fair work, promoting health, up-skilling and learning in the work place and reducing their carbon footprint. This focus on fair work and responsible business provides a clear opportunity for the Welsh Government to engage in conversation with businesses on their recruitment practices. Where, through this discussion, a business demonstrates a need or interest in understanding more about options for adopting and strengthening more

inclusive recruitment arrangements, businesses will be signposted to the Business Wales offer, which provides Equality and Diversity advice to SME's on a variety of different subjects including:

- recruitment advice - strategies, best practice to drive growth and confidence
- staff engagement
- policy development and implementation
- legal compliance

This support is delivered through a combination of online information and learning modules, workshops and one-to-one advice from a specialist adviser.

A handwritten signature in blue ink, appearing to read 'Yans ever,' followed by a stylized signature.

Ken Skates AC/AM

Ysgrifennydd y Cabinet dros yr Economi a Thrafnidiaeth
Cabinet Secretary for Economy and Transport