

Flexible working

A study conducted by Timewise found that only 1 in 7 jobs throughout 2018 offered any kind of flexible working.



More than 5 million job adverts were assessed and only 15% included a reference to flexible working as opposed to, according to Timewise, 87% of UK employees wanting some form of flexibility. Middle income jobs (with salaries between £20,000 – £59,000) had the lowest proportion of flexible jobs advertised which may suggest that those working part-time or flexibly are struggling to climb the career ladder. On the other hand, jobs offering £60,000 or more saw the highest growth in flexible offerings, increasing from 5% to 15% in four years.

The lack of flexible working options has proved to be a particular problem for working parents. A recent poll of 2,000 parents conducted by workingmums.co.uk highlighted that 80% of mothers felt 'stuck in their current role' as it would be difficult for them to find another job which would offer enough flexibility. Further, 57% of mothers responded that since having children, their careers had not progressed. The statistics are concerning and as expressed by diversity and inclusion adviser at the CIPD, Claire McCartney, it is clear that employers need to do more to increase their flexible working offering.

A recent TUC report on collective bargaining showed that unions have achieved successes through collective bargaining by delivering better working conditions. The report found that unionised workplaces have more work-life balance policies in place than comparable non-unionised workplaces. In workplaces with union recognition employers are more likely to recognise their responsibility for addressing the work-life balance of their staff, and less likely to say it is the responsibility of the individual staff member.

A must see film for all members

'Sorry We Missed You'

2019 British drama film directed by Ken Loach about precarious work and a self employed delivery driver's uphill struggle against debt since the 2008 financial crash.

To register a new claim or for any legal advice call UnionLine on:

0300 333 0303



@UnionLineNews



www.facebook.com/UnionLineNews

UNIONLINE
SCOTLAND



A group of MPs that has been investigating the government's £1bn courts reform programme since the start of the year has demanded an immediate moratorium on court closures. The moratorium is one of 36 recommendations made by the House of Commons justice select committee in a damning report.

MPs DEMAND IMMEDIATE MORATORIUM ON COURT CLOSURES

The committee said court closures in urban and rural areas have created 'serious difficulties' for many court users, with 'worrying implications for access to justice'. No more courts should be closed 'pending robust independent analysis' of the effect of the courts that have already been shut down.

The committee acknowledged that HMCTS has achieved some success in developing user-friendly digital processes but warned of 'clear risks to fairness' inviting unrepresented defendants to enter pleas online in criminal cases. The committee recommends restricting online pleas to defendants who have obtained legal advice. Fully video remand hearings should not be introduced before 'robust' piloting and evaluation have been done, along with sufficient investment in video equipment

and reliable WiFi.

The committee received 'powerful evidence of a court system in administrative chaos' with staff shortages in many courts 'so serious that they may undermine access to justice and threaten to compromise the fairness of proceedings'.

The committee said: 'Had access to justice been the primary focus of the reforms, we do not think we would have received such a volume of evidence criticising the approach of HMCTS... HMCTS's enthusiasm for video links and video hearings is in sharp contrast to the views of people with first-hand experience of using this barely researched technology, who pointed to the communication barriers that it can create.'

MOJ TO CONSULT ON LEGAL AID MEANS TEST NEXT SUMMER



A consultation on changes to the legal aid means test will not begin until next summer, when the Ministry of Justice expects to complete its 'complex' review.

The review is part of the ministry's legal support action plan, published in February alongside the department's post-implementation review of the Legal Aid, Sentencing and Punishment of Offenders Act.

Further details of the timetable were revealed hours after Labour MP Jess Phillips highlighted the plight that domestic

abuse victims go through to get public funding, urging the government to remove the means test. Several members of the ministry's team were in the audience.

In her keynote speech, Phillips said: 'The fact that campaigners in this room and in parliament had to fight even just to get an understanding that domestic violence victims, in family courts, should have some access. Not complete access, just even a suggestion they should be able to access legal aid, is a disgrace.'

Phillips told the conference the means test should not be applied to domestic abuse victims who, for instance, may own a house but are unable to live there, or have money to which an abusive partner is preventing access. 'It's a complex environment,' she said. 'The only way to change it is to make it a completely blanket availability of legal aid for victims of domestic abuse in civil cases.'

UnionLine are here to help you – call us on: 0300 333 0303



@UnionLineNews



www.facebook.com/UnionLineNews

UNIONLINE
SCOTLAND