

Research Briefing

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# Employment Relations (Flexible Working) Bill 2022-23: Progress of the Bill



## Summary

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## Summary

The [Employment Relations \(Flexible Working\) Bill 2022-23](#) is a Private Member's Bill, Bill 22 of the 2022-23 session, introduced on 15 June 2022 by Labour MP Yasmin Qureshi who came ninth in the [Private Members' Bill ballot for the 2022-23 session](#).

The Bill had its first reading on 15 June 2022 and passed second reading on 28 October 2022. The Bill completed its committee stage on 7 December 2022 without amendment. In both cases MPs from all sides of the House spoke in favour of the Bill and no opposition was raised, meaning the stages were passed without division. It is listed for remaining stages on 24 February 2023.

## Background

Currently, under [Part VIIIA of the Employment Rights Act 1996 \(as amended\)](#), employees with at least 26 weeks' continuous service have the right to request a change to their working hours, times or location and have that request considered by their employer in line with a statutory [Code of Practice](#). Employers are currently obliged to respond to such flexible working requests within three months.

After making such an application, employees are currently prevented from making another one for the following 12 months. Employees are also currently obliged in their application to explain what effect their request might have on the employer and how to deal with that.

Both the Conservative and Labour parties pledged to expand flexible working rights in their 2019 manifestos. [The December 2019 Queen's Speech](#) included reference to an Employment Bill that would have aimed to "make flexible working the default". The Bill has not since been introduced.

A [Government consultation](#) in 2021 sought feedback on proposals to reform the right to request flexible working, including making it a day one right, reducing the deadline for an employer response, allowing more than one request per year and requiring the employer to suggest alternatives if refusing a request. The response to the consultation was published on 5 December 2022, in which the Government committed to measures identical to those in the current Bill along with making flexible working a day one right.

Two previous Private Members' Bills in the 2017-19 and 2019-21 sessions aimed to expand flexible working rights – neither received a second reading.

## The Bill

### What does the Bill do?

The Bill would amend the Employment Rights Act 1996 to change the current right to request flexible working in the following ways:

- removing the requirement for employees to explain in their applications what effect they think it will have on the employer,
- allowing employees to make two flexible working requests per 12 months instead of the one currently allowed,
- requiring employers to consult with the employee before being allowed to refuse an application, and
- reducing the deadline for an employer decision on flexible working requests from three months to two months.

The Bill would apply to England, Scotland and Wales but not Northern Ireland where employment law is a devolved matter.

### Commentary

The Bill's sponsor Yasmin Qureshi was [quoted on PoliticsHome](#) explaining her hopes for the Bill ahead of its introduction, saying:

This Bill will ensure more people can access flexible working and act as a catalyst to address the barriers faced by women, the disabled, carers, and older people.

Multiple sclerosis charity the MS Society has also expressed its support publicly for the Bill in [an article welcoming its introduction](#) alongside the [Carer's Leave Bill 2022-23](#).

# 1 Introduction

The [Employment Relations \(Flexible Working\) Bill 2022-23](#), Bill 22 of the 2022-23 session, was introduced on 15 June 2022 by Labour MP Yasmin Qureshi as a Private Member's Bill, presented to Parliament through the ballot procedure.

The Bill extends to England, Scotland and Wales but not Northern Ireland where employment law is devolved.

The explanatory notes for the Bill were drafted by the Department for Business, Energy and Industrial Strategy.<sup>1</sup>

The Bill would take effect on a date to be determined by the Secretary of State.

The explanatory notes suggest any financial implications are likely to be minimal and the Bill does not require a money resolution.<sup>2</sup>

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<sup>1</sup> Employment Relations (Flexible Working) Bill, [Explanatory Notes](#) [PDF]

<sup>2</sup> Employment Relations (Flexible Working) Bill, [Explanatory Notes](#) [PDF], Para 21-24

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## 2 Background

### 2.1 Current right to request flexible working

Current rights to request flexible working are found in [Part VIIIA of the Employment Rights Act 1996](#). Specifically, section 80F allows employees to ask an employer for a change in their terms and conditions of employment relating to their hours, times or place of work (including home working).

On receipt of such an application, employers are required to “deal with the application in a reasonable manner”, including making a decision within three months unless a longer period is agreed. Employers are only allowed to refuse applications for one or more of a set list of statutory reasons, such as “the burden of additional costs” or “detrimental impact on performance.”<sup>3</sup>

After making such an application, employees are currently prevented from making another one for the following 12 months.<sup>4</sup> Employees are also currently obliged in their application to “explain what effect, if any, the employee thinks making the change applied for would have on his employer and how, in his opinion, any such effect might be dealt with.”<sup>5</sup>

These rights were originally introduced in 2003 and applied only to employed parents and carers of children under the age of 6, or disabled children. These rights were extended to carers of adults in 2006 and carers of all children under 17 in 2009. In 2014 the Children and Families Act 2014 and accompanying regulations extended the right to request flexible working to all employees with at least 26 weeks’ continuous employment.

The [Flexible Working Regulations 2014 \(SI 2014/1398\)](#) set out details of how flexible working applications must be made, the 26-week continuous service requirement and the level of compensation employment tribunals can award for a failure to comply on the part of the employer.<sup>6</sup>

There is also a [statutory Code of Practice on flexible working requests](#) published by the Advisory, Conciliation and Arbitration Service (Acas), which employers should follow when handling such requests and which employment

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<sup>3</sup> [Employment Rights Act 1996, section 80G\(1\)\(b\)](#)

<sup>4</sup> [Employment Rights Act 1996, section 80F\(4\)](#)

<sup>5</sup> [Employment Rights Act 1996, section 80F\(2\)\(c\)](#)

<sup>6</sup> [Flexible Working Regulations 2014](#)

tribunals can take into consideration when ruling on potential breaches of the rights contained in the 1996 Act.<sup>7</sup>

## 2.2 2019 general election manifestos

The Conservative Party manifesto for the December 2019 general election pledged to expand flexible working rights, saying:

We will encourage flexible working and consult on making it the default unless employers have good reasons not to.<sup>8</sup>

The Labour Party manifesto for the election made a pledge of “Giving all workers the right to flexible working.”<sup>9</sup>

## 2.3 Employment Bill

The Queen’s Speech in December 2019 included an Employment Bill which stated that, among other measures, “Subject to consultation, the Bill will make flexible working the default unless employers have good reason not to.”<sup>10</sup> The Employment Bill was not ultimately introduced in the 2019-21 session and did not reappear in the 2021 or 2022 Queen’s Speeches.<sup>11 12</sup>

To date the Government has not introduced any legislation to meet these commitments. In oral evidence before the Business, Energy and Industrial Strategy (BEIS) Select Committee on 13 December 2022, then Business Secretary Grant Shapps suggested that, given a series of Private Members’ Bills including this one, there was no longer any need for a Government Employment Bill, saying:

We have had five separate Bills, which the Department has helped sponsor through Back Benchers. I do not think we have an Employment Bill on the cards per se.<sup>13</sup>

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<sup>7</sup> Acas, [Code of Practice on handling in a reasonable manner requests to work flexibly](#), 30 June 2014

<sup>8</sup> [The Conservative and Unionist Party Manifesto 2019](#)

<sup>9</sup> [Labour Party Manifesto 2019](#)

<sup>10</sup> Prime Minister’s Office, [The Queen’s Speech 2019: Background briefing notes](#), 19 December 2019

<sup>11</sup> HM Government, [Queen’s Speech 2021](#), 11 May 2021

<sup>12</sup> HM Government, [Queen’s Speech 2022](#), 10 May 2022

<sup>13</sup> BEIS Select Committee, [Oral evidence: The work of the Business, Energy and Industrial Strategy Department, HC 529](#), 13 December 2022, Q145



## 2.4

# 2021 Post Implementation Review of the Flexible Working Regulations 2014

On 6 September 2021 the Department for Business, Energy and Industrial Strategy published a Post-Implementation Review of the 2014 flexible working regulations.<sup>14</sup> This found that there had been “little change over time” in overall take-up of flexible working since 2014, with the exception of a significant rise in employees working from home regularly since the Covid-19 pandemic in 2020.<sup>15</sup> A 2018 survey found that “Fewer than one in ten employees (8%) reported applying to their employer in writing to work flexibly in the two years preceding the survey”.<sup>16</sup>

The review also found that “Less than one in ten employers have turned down a flexible working request in 2018-19 and this remains unchanged since the right to request legislation was extended to all employees with 26 weeks continuous service.”<sup>17</sup>

## 2.5

# 2021 Government consultation

On 23 September 2021 the Department for Business, Energy and Industrial Strategy launched a consultation on [Making Flexible Working the Default](#). This consultation noted that “The pandemic has shifted the way we think about flexible working”, as well as the Conservative 2019 manifesto commitment to consult on “making it the default”, and sought feedback on a number of proposed legislative changes:

- making the Right to Request Flexible Working a day one right;
- whether the eight business reasons for refusing a Request all remain valid;
- the administrative process underpinning the Right to Request Flexible Working;
- requiring the employer to suggest alternatives; and
- requesting a temporary arrangement.<sup>18</sup>

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<sup>14</sup> BEIS, [Post-Implementation Review of the 2014 flexible working regulations](#) [PDF], 6 September 2021

<sup>15</sup> As above, p18

<sup>16</sup> As above, p21

<sup>17</sup> As above, p56

<sup>18</sup> BEIS, [Making flexible working the default](#), 23 September 2021, Para 26

The changes to the administrative process the consultation sought feedback on included allowing for more than one request per year and shortening the deadline for an employer response.<sup>19</sup>

The consultation also discussed the idea to turn the current “Right to Request” into a “right to have”, removing the ability of employers to reject requests, but rejected this idea as not “achievable in a practical or sensible way”.<sup>20</sup>

The consultation closed on 1 December 2021. On 5 December 2022, following the second reading of the [Employment Relations \(Flexible Working\) Bill 2022-23](#) on 28 October and two days before the committee stage on 7 December, the Government published their response to the Making flexible working the default consultation. In their response, they pledged to make flexible working a day one right, along with four other commitments that match the measures contained in this Bill:

The response states that the government will take forward the following measures:

- make the right to request flexible working a day one right
- introduce a new requirement for employees to consult with the employer when they intend to reject their flexible working request
- allow 2 statutory requests in any 12-month period (rather than the current one)
- require a decision period of 2 months in respect of a statutory flexible working request (rather than the current three)
- remove the existing requirement that the employee must explain what effect, if any, the change applied for would have on the employer and how that effect might be dealt with<sup>21</sup>

Making flexible working requests a day one right does not require primary legislation, as the existing 26-week qualifying period is set out in secondary legislation (Regulation 3 of the Flexible Working Regulations 2014) and could be removed from those Regulations by existing powers under Subsection 80F(8)(a) of the Employment Rights Act 1996 (as amended).

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<sup>19</sup> BEIS, [Making flexible working the default](#), 23 September 2021, p21-22

<sup>20</sup> BEIS, [Making flexible working the default](#), 23 September 2021, Para 19

<sup>21</sup> BEIS, [Making flexible working the default: consultation outcome](#), 5 December 2022

## 2.6

# Previous Private Members' Bills

### Flexible Working Bill 2017-19

On 16 July 2019, Conservative MP Helen Whately introduced the [Flexible Working Bill 2018-19](#) as a Private Member's Bill under the Ten Minute Rule. The Bill proposed to expand current rights to request flexible working, in particular to:

require employers to offer flexible working in employment contracts and to advertise vacancies as suitable for flexible working unless certain conditions are met.<sup>22</sup>

The Bill did not receive a second reading and fell at the end of the 2017-19 session.<sup>23</sup>

### Flexible Working Bill 2021-22

On 30 June 2021, Labour MP Tulip Siddiq MP introduced the [Flexible Working Bill 2021-22](#) as a Private Member's Bill under the Ten Minute Rule. The Bill proposed to expand current rights to request flexible working, in particular to:

give workers the right to flexible working from the first day of employment except in exceptional circumstances; to require employers to offer flexible working arrangements in employment contracts and advertise the available types of such flexibility in vacancy notices.<sup>24</sup>

The Bill did not receive a second reading and fell at the end of the 2021-22 session.<sup>25</sup>

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<sup>22</sup> [Flexible Working Bill 2018-19](#)

<sup>23</sup> As above

<sup>24</sup> [Flexible Working Bill 2021-22](#)

<sup>25</sup> As above

## 3 The Bill

### 3.1 Clause 1: Flexible working

**Clause 1** would amend section 80F of the Employment Rights Act 1996 in two ways:

- removing the requirement for employees to explain in their applications what effect they think it will have on the employer, and
- allowing employees to make two flexible working requests per 12 months instead of the one currently allowed.

This clause would also amend section 80G of the Employment Rights Act to:

- require employers to consult with the employee before being allowed to refuse an application, and
- reduce the deadline for an employer decision on flexible working requests from three months to two months.

### 3.2 Clause 2: Extent, commencement and short title

**Clause 2** sets out that the changes to flexible working would come into force on a date to be appointed by the Secretary of State via statutory instrument.

The Bill's powers extend to England, Wales and Scotland but not Northern Ireland where employment law is devolved.

If passed the Bill would be known as the Employment Relations (Flexible Working) Act 2023.

## 4 Parliamentary progress

First reading of the [Employment Relations \(Flexible Working\) Bill 2022-23](#) was on 15 June 2022. The long title of the Bill is:

A Bill to make provision in relation to the right of employees and other workers to request variations to particular terms and conditions of employment, including working hours, times and locations.

The Bill passed second reading on 28 October 2022 and completed its committee stage on 7 December 2022 without amendment. It is listed for remaining stages on 24 February 2023.

### 4.1 Second reading debate

The Bill received its second reading on Friday 28 October 2022. It was passed without division and all MPs who spoke, from both sides of the House, were supportive of the principles of the Bill. The Bill's sponsor, Labour MP Yasmin Qureshi, explained the purpose of the Bill as being to simplify and normalise the process of flexible working requests in the workplace, saying:

The Bill is focused on setting the right conditions for employees and employers to have an open-minded conversation about what flexible working arrangements might be possible in any given context. It hopes to simplify and normalise the process of making and responding to flexible working requests, bringing benefits to employees and employers alike.<sup>26</sup>

Yasmin Qureshi also raised the issue of making flexible working requests a day one right, which, while not contained in the Bill itself, she said she expected the Government to do through parallel secondary legislation:<sup>27</sup>

The Bill, which I hope will pass through Parliament, would, along with the use of secondary legislation, give an employee a right to ask for flexible working hours from day one. An employer could decline that, but they would need a credible business reason to do so. While the day one right is not explicitly stated in the Bill, as I understand it, secondary legislation would be introduced to say that it is a day one right. I hope that the Minister will confirm that in his response.<sup>28</sup>

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<sup>26</sup> [HC Deb 28 October 2022](#), c534

<sup>27</sup> The existing 26-week qualifying period is contained in Regulation 3 of the Flexible Working Regulations 2014 and could be removed from those Regulations by secondary legislation made under existing powers in Subsection 80F(8)(a) of the Employment Rights Act 1996 (as amended)

<sup>28</sup> [HC Deb 28 October 2022](#), c534

A number of Labour and Conservative MPs spoke in the debate, all supportive of the Bill and of the broader benefits that flexible working could bring for both employees and employers. Conservative MP Andy Carter, while also supportive of the Bill, raised some concerns “about the impact the Bill might have on small businesses.” Fellow Conservative MPs James Daly and Antony Higginbotham also raised concerns about the impact of flexible and remote working on some sectors, while still supporting the measures contained in the Bill as not unduly burdensome. Antony Higginbotham suggested he favoured the introduction of a trial period into the legislation, saying:

I wonder, therefore, whether there should be an option in law not just to say yes or no to a request for flexible working, but to give a trial period, where the statutory consideration period of three months—or two months, if this Bill is passed—would not be necessary and the employer could say, “It’s not a yes and it’s not a no; we want to see whether it works.” I think that would alleviate the concerns of small businesses and businesses that have never found a way to offer flexible working.<sup>29</sup>

Conservative MP Danny Kruger, while supporting the rest of the Bill, raised concerns about the removal of the employee’s obligation to explain the impact of their request, saying:

The only aspect of the Bill that concerns me slightly—and I shall be interested to hear the Minister’s view on why we are supporting it—is the withdrawal of the obligation on the employee to explain to the employer what the effect of flexible working would be for the company. I wonder about that, because a successful employer-employee relationship is one of common interest. I think it appropriate to ask an employee who is seeking a homeworking or flexible-working arrangement what effect that might have on the company or other organisation and on that person’s colleagues, and I think that that was a good principle.<sup>30</sup>

Shadow Paymaster General Fleur Anderson spoke supportively of the Bill, describing it as a “long-overdue piece of legislation” but saying that the Labour Party wanted to go further than the measures contained in this Bill:

As part of our new deal for working people, we will ensure that all workers have the opportunity to benefit from flexible working and that they can do so from day one as a default right, with employers required to accommodate that as far as possible. The right to flexible working would include flexible hours, compressed hours, staggered hours and flexibility around childcare and caring responsibilities. A Labour Government would support small and medium-sized businesses to adapt to flexible working practices and increase the uptake of flexible working. Labour would also end one-sided flexibility, with all workers having secure employment and regular and predictable working hours so that they can plan their lives around a stable job.<sup>31</sup>

Responding for the Government, Parliamentary Under Secretary of State for Enterprise, Markets and Small Business Kevin Hollinrake confirmed the Government would support the Bill, saying that “The Bill formalises good

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<sup>29</sup> [HC Deb 28 October 2022](#), c544

<sup>30</sup> [HC Deb 28 October 2022](#), c548

<sup>31</sup> [HC Deb 28 October 2022](#), c550

working practices, so I am pleased to confirm that the Government will support it.”<sup>32</sup>

Addressing questions that had been raised in the debate about making flexible working requests a day one right, the Minister suggested this was something on which the Government would soon be publishing a response:

The key point in her speech was, I think, clarification on the day one right. The shadow Minister, the hon. Member for Putney (Fleur Anderson), also raised that point in her speech. It is a key part of this policy package and we will respond fully when we bring forward the response to the consultation shortly.

Following the debate, on 5 December 2022, the consultation response on [Making flexible working the default](#) was published and the Government did commit to making flexible working a day-one right.<sup>33</sup>

## 4.2 Committee stage

On 7 December 2022 the Bill was considered by a Public Bill Committee chaired by Conservative MP Philip Davies. See the Annex to this paper for the full membership.

One amendment was tabled by Shadow Economic Secretary to the Treasury Tulip Siddiq. The amendment would have inserted a line to amend the Flexible Working Regulations 2014 in order to make the right to request flexible working a day-one right. In moving the amendment, the Shadow Minister raised some questions for the Government:

I seek a couple of clarifications and answers from the Minister, as I have him in front of me. Most importantly, when does he expect the measures that I mentioned to be introduced, and through what legislative mechanism does he think they can be introduced? Also, have the Government considered that workers might want to know what flexible working arrangements are available in a role before they start or to put in a request before the first day, and will the new legislation reflect that?<sup>34</sup>

Minister Hollinrake responded directly to the points raised by confirming the Government was supportive of making flexible working a day-one right and giving his expectation that the legislation should take effect in 2024, saying:

The good news is that we are in violent agreement about the day one right. As she will know, last year the Government consulted on a range of measures to support the uptake of flexible working arrangements, including whether to remove the existing 26-week qualifying period and make the right to request flexible working a day one right. We published that consultation on Monday. The response explains that the Government will give the right to request flexible working to all employees from the first day of employment. Indeed, we

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<sup>32</sup> [HC Deb 28 October 2022](#), c552

<sup>33</sup> BEIS, [Making flexible working the default: consultation outcome](#), 5 December 2022

<sup>34</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022](#), c4

made that commitment in our 2019 manifesto, so we agree that it is the right thing to do.

The hon. Member for Hampstead and Kilburn raised a number of points that I will cover in my main speech, but I am happy to address them now. On timescales, the legislation should pass through both Houses during the course of next year, taking effect in 2024 in order to give businesses time to adapt. On the number of requests granted, according to our research 83% of requests are granted and fewer than one in 10 are refused—that is the information we have.<sup>35</sup>

There was some debate back and forth between the Minister and Shadow Minister about what proportion of flexible working requests are currently refused, with the Shadow Minister saying she had seen a number of sources suggesting it was one in three but the Minister saying a Government review had found it is one in ten.

The Shadow Minister withdrew the amendment following reassurances from the Minister over implementing a day-one right through secondary legislation, saying:

I am still a bit uncertain about the statistics cited by the Minister, because the research I looked at by the TUC found that three in 10 requests for flexible working are turned down. Maybe there are different figures, but I have never seen such positive numbers in the surveys I have looked at. However, the Minister has given me a lot of reassurance on all the questions I have asked, and it sounds like the Government are serious about making flexible working a right for employees. I am grateful that the Government have taken the issue so seriously, and I beg to ask leave to withdraw the amendment.<sup>36</sup>

The Bill's sponsor, Labour MP Yasmin Qureshi, then explained the function of the Bill's clauses and moved that they stand part of the Bill. One other Labour MP, Rachel Maskell, and one SNP MP, Lisa Cameron, spoke in the debate, both in favour of the Bill.

Shadow Minister Fleur Anderson, in summing up for the Opposition, urged the Government to enact the Bill as soon as possible, saying:

It has been a year since the consultation closed. I have heard the Minister say that this will go through in the course of next year and be enacted early in the year after. Could it be sooner than that? Could we see it going through early next year and being enacted next year? Every day that it is not enacted is detrimental to so many workers. We really need that workforce back in the workplace.<sup>37</sup>

Responding for the Government, Minister Hollinrake reaffirmed the Government's support for this Bill as shown in their response to the consultation on Making flexible working the default, but cautioned that sufficient time was needed to implement it properly, saying:

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<sup>35</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022, c5](#)

<sup>36</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022, c7](#)

<sup>37</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022, c12](#)



I was struck by some of the shadow Minister's points. She talked about the invisible restrictions holding people back; that is key to this legislation, because only dialogue can expose those restrictions. She asked whether we can make the process quicker—let's see. It is important to give businesses a little time, because it will cost them. It will not be a great deal of money—we reckon less than £2 million a year—but there is an administrative cost. The timeline is that the legislation will complete its passage through both Houses in 2023 and then take effect in 2024.<sup>38</sup>

It was proposed and agreed without division that both clauses stand part of the Bill, which was accordingly to be reported without amendment.<sup>39</sup>

The remaining stages are listed for Friday 24 February 2023.

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<sup>38</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022](#), c14

<sup>39</sup> [Employment Relations \(Flexible Working\) Bill Deb 7 December 2022](#), c16

## 5 Commentary

### 5.1 Political commentary

Commenting on the introduction of her Bill, Yasmin Qureshi MP was quoted on PoliticsHome explaining her reasons for bringing forward the Bill, saying:

Parents of young children, single parents or individuals with disabilities and health conditions so often need flexible working, but access to these arrangements is not equal for all. Improving access would help older people stay in work longer and help parents and carers return to and stay in work.

This Bill will ensure more people can access flexible working and act as a catalyst to address the barriers faced by women, the disabled, carers, and older people.

It is also important for wellbeing and productivity in the workforce. For employers too, flexible working will create a stronger more diverse workforce which will pay dividends.<sup>40</sup>

### 5.2 Other commentary

The MS Society, a charity supporting people with multiple sclerosis, expressed support for the Bill alongside the [Carer's Leave Bill 2022-23](#) which passed second reading on 21 October 2022. In an article [Carer's Leave Bill secures Government backing and moves to the next stage](#), the charity said that they were campaigning for more access to flexible working for people with MS, saying:

We're supporting the Employment Relations (Flexible Working) Bill, which will aim to give more rights for employees to request variations to their working arrangements. The Bill, tabled by Yasmin Qureshi MP, will be debated on Friday 28 October.<sup>41</sup>

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<sup>40</sup> Sienna Rogers, [From maternity rights to terminal illness support: The House guide to 2022 Private Members' Bills](#), 15 June 2022

<sup>41</sup> MS Society, [Carer's Leave Bill secures Government backing and moves to the next stage](#), 24 October 2022

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## 6 Further reading

The Library has a number of related briefing papers.

The paper on [Flexible Working](#) explains the statutory right in more detail, its history and government policy up until 2018.<sup>42</sup>

The paper on [Flexible working: Remote and hybrid work](#) discusses the impact of the pandemic on remote and hybrid work, research into the pros and cons of flexible working arrangements and recent calls for reform of the statutory right to request flexible working arrangements in more detail.<sup>43</sup>

There are also Bill briefing papers on the other recent Private Members' Bills relating to employment rights, including the [Carers Leave Bill 2022-23](#), [Worker Protection \(Amendment of Equality Act 2010\) Bill 2022-23](#) and the [Protection from Redundancy \(Pregnancy and Family Leave\) Bill 2022-23](#).<sup>44 45 46</sup>

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<sup>42</sup> Commons Library briefing SN01086, [Flexible Working](#), 3 October 2018

<sup>43</sup> Commons Library briefing CBP-9391, [Flexible Working: Remote and hybrid work](#), 30 November 2021

<sup>44</sup> Commons Library briefing CBP-9611, [Carer's Leave Bill 2022-23](#), 2 September 2022

<sup>45</sup> Commons Library briefing CBP-9619, [Worker Protection \(Amendment of Equality Act 2010\) Bill 2022-23](#), 7 September 2022

<sup>46</sup> Commons Library briefing CBP-9609, [Protection from Redundancy \(Pregnancy and Family Leave\) Bill 2022-23](#), 2 September 2022

## Annex

### Composition of Public Bill Committee, Wednesday 7 December 2022

Chair: Philip Davies

† Anderson, Fleur (Putney) (Lab)

† Blunt, Crispin (Reigate) (Con)

† Cameron, Dr Lisa (East Kilbride, Strathaven and Lesmahagow) (SNP)

† Courts, Robert (Witney) (Con)

† Evans, Dr Luke (Bosworth) (Con)

† Fletcher, Katherine (South Ribble) (Con)

† Harris, Rebecca (Comptroller of His Majesty's Household)

† Hollinrake, Kevin (Parliamentary Under-Secretary of State for Business, Energy and Industrial Strategy)

† Maskell, Rachael (York Central) (Lab/Co-op)

† Morris, David (Morecambe and Lunesdale) (Con)

† Mullan, Dr Kieran (Crewe and Nantwich) (Con)

† Neill, Sir Robert (Bromley and Chislehurst) (Con)

† Qureshi, Yasmin (Bolton South East) (Lab)

† Russell, Dean (Watford) (Con)

† Siddiq, Tulip (Hampstead and Kilburn) (Lab)

Stephens, Chris (Glasgow South West) (SNP)

Winter, Beth (Cynon Valley) (Lab)

Dominic Stockbridge, Anne-Marie Griffiths, Committee Clerks

† attended the Committee

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