

## **Submission - Top Personnel Recruitment Agency**

Dear Deputy Louise Doublet

Thank you for your letter.

Please find below our thoughts:

1. From the evidence we have seen, the salaries tend to be on the skillset more than the gender of the candidate.
2. I think that any candidates in general who has been out of work for a significant amount of time will find it harder to gain employment as their skills are not as up to date but I wouldn't tie this in with parental leave.
3. In our experience we do find that it is woman who are asking for reduced hours or flexibility more than men.
4. I think with the changes in law recently it has helped men to take paid leave however it still tends to be women taking longer breaks.
5. I would say this relates back to point 2 but I would say anything over 6 months.
6. If women are looking for reduced hours while children are of school age we believe this is a barrier for progression. Also the assumption that women of a certain age will want children and therefore time off work.

If you require any further information please do let me know.

Many thanks