

Flexible working: key facts for employers

Did you know?

- The majority of the working population (54%) currently works in a part-time or flexible role.
- 63% of full-time employees already work flexibly.
- 84% of male full-time employees either work flexibly, or want to.
- 91% of female full-time workers either work flexibly, or want to.
- 93% of non-workers would prefer to get a part-time or flexible job.

Yet only 9.8% of jobs are advertised as flexible at hiring stage.

Rising demand

- Demand for flexible working is rising, 8.7 million full-time workers say they want to work flexibly.
- There are 400,000 people who can't work unless they can find a part-time or flexible role, and another 1.5 million trapped in poorly paid part-time jobs below their skill level, because of a shortage of quality flexible jobs.
- A large part of the demand comes from people who have caring responsibilities, including significant numbers of parents.
- The high cost of living in a city is leading people living further away from their place of work. Faced

with a long and expensive commute, the ability to work some of the time from home is a real benefit.

- For employers, allowing remote working can significantly reduce an organisation's office costs.
- In the next decade, the number of economically active people aged 65 and over will increase by one third, risking a career progression bottleneck for younger workers. Phased retirement via flexible working is becoming an increasingly important tool for employers to enable better succession planning.

Changing attitudes

- Millennials value work-life balance. Some 92% of people born between 1980 and 2000 identified flexibility as a top priority when job hunting.
- Employers are beginning to see the social and economic benefits of a more agile labour market too. Part-time and flexible working patterns are now considered to be key means of enabling businesses to increase productivity and efficiency and retain talent.

With both employers and employees increasingly recognising the benefits of flexible working, it's more important than ever to offer flexible working wherever possible, and respond to requests positively and creatively.