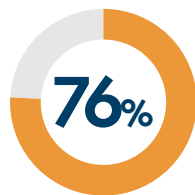


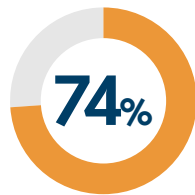


Health and wellbeing

Our research with 250 Scottish employers shows flex has...¹



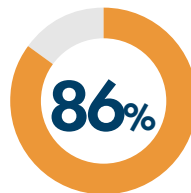
Improved work life balance for workers.



Improved mental health and wellbeing for workers.



Business owners reported their business was happier since introducing a hybrid work model, according to analysis of 2,026 UK workers by the Hybrid Work Commission in 2023.²



UK flexible workers said their flex improved their work life balance, according to the UK Government's analysis of data from nearly 6,000 employees.³



55% of workers say hybrid working has reduced their stress levels, and another **55%** believe that hybrid working is more relaxing and helps them feel less pressure according to Cisco survey data from 28,000 workers globally.⁴



77% of Scottish flexible workers are happy with their work life balance



Compared with **47%** of workers without flex

¹ All figures, unless otherwise stated, were commissioned by Flexibility Works in the form of online surveys carried out by global research firm Panelbase between 6/11/23 and 20/11/23. A total of 1016 Scottish workers, 262 Scottish employers (senior leaders) and 216 unemployed Scottish adults looking for work were surveyed. Figures originally published in *Flex for Life 2024* in March 2024. ² Hybrid Work Commission 2023. Public First, 2023 *Hybrid Work Commission – New Research – Public First* ³ *The Flexibility Paradox*. Heejung Chung, 2022. ⁴ *Flexibility stigma and the rewards of flexible working in: The Flexibility Paradox* (bristoluniversitypressdigital.com) ⁴ Employees say hybrid work makes them happier and more productive. Cisco, 2022. *Cisco Study: Employees say hybrid work makes them happier and more productive, but more needs to be done to make it more inclusive*