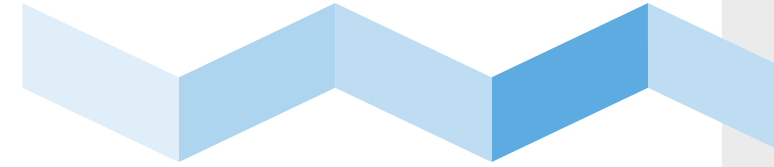
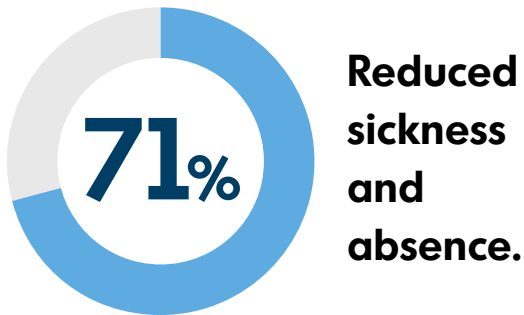




Sickness and absence



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



Our research with 1,000+ Scottish workers shows flex makes a small impact on sickness absence.

I have taken fewer than 5 days off sick in the last year



The UK's four-day working week trial found a **65% reduction** in the number of days employees were off sick or absent during the trial.²



Sickness absence fell all at four construction firms taking part in a flexible working trial led by Timewise.

Rates fell between a tenth and more than half.³



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 The results are in: The UK's four day working week pilot. Autonomy, University of Cambridge and Boston College, 2023 <chrome-extension://efaidnbmninnibpcapjpcglclefindmkaj/https://static1.squarespace.com/static/60b956cbe7bf6f2efd86b04e/t/63f3df56276b3e6d7870207e/1676926845047/UK-4-Day-Week-Pilot-Results-Report-2023.pdf> ³ Making construction a great place to work: Can flexible working help? One year on. Timewise, 2023. <https://timewise.co.uk/article/making-construction-a-great-place-to-work-one-year-on/>