



Recruitment

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



According to research by the CIPD...



71% of workers say a **flexible working pattern** is important in a new role



69% say the ability to **work remotely** is important.²

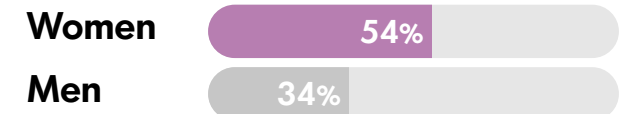


Only **33%** of Scottish job adverts mention flex.³

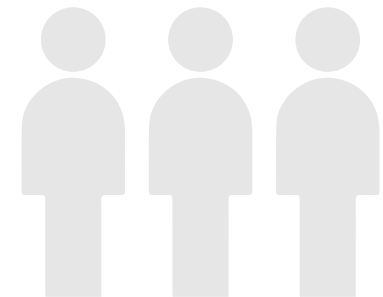


50% of Scottish workers say they feel 'stuck' in their role because they can't see the flex they need elsewhere to progress

Among unemployed people looking for work, the following won't apply for a role if it doesn't mention flex.



66% Unemployed Scottish women say being able to work flexibly is 'essential' and without flex, it would be impossible to work at all.



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 *Flexible and hybrid working practices*. CIPD, 2023 <https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/reports/2023-pdfs/2023-flexible-hybrid-working-practices-report-8392.pdf> ³ *Timewise Flexible Jobs Index 2023* <https://timewise.co.uk/article/flexible-jobs-index/>