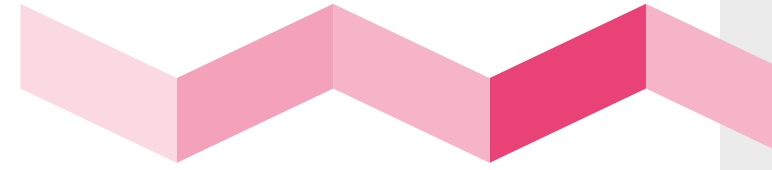
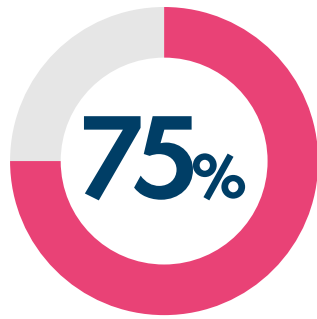




Retention



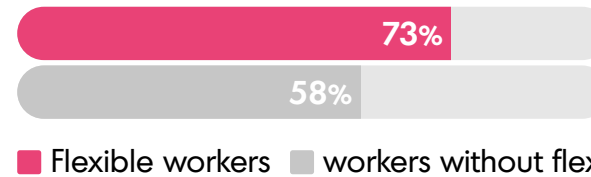
Our research with 250 Scottish employers shows flex has...¹



helped us retain good staff

Our research with 1,000+ Scottish workers suggests flex makes a big impact on retention.

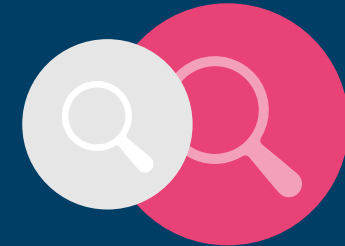
I would like to stay with my employer



Flexible workers workers without flex



Employees value working from home as equivalent to a **4% to 8%** salary increase, according to research by Stanford University economics professor Nicholas Bloom.²



Employees with rigid work schedules say they are **2.5 times** more likely to 'definitely' look for a new job in the next year, according to a Future Forum survey of more than 10,000 desk workers globally.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 *How Hybrid Working From Home Works Out*. Nicholas Bloom, Ruobing Han, and James Liang NBER Working Paper No. 30292 July 2022, Revised January 2023 JEL No. J0 https://www.nber.org/system/files/working_papers/w30292/w30292.pdf

³ Winter Pulse Survey, Future Forum, 2023 <https://futureforum.com/research/future-forum-pulse-winter-2022-2023-snapshot/>