



Inclusion and diversity

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



According to survey of 2,016 adults by the Hybrid Work Commission, UK businesses say offering hybrid has increased their ability to hire:²

 **51%** people from different regions

 **53%** parents or caregivers

 **42%** people with a disability



Inclusive companies are **1.7 times** more likely to be innovation leaders, according to global HR and professional learning specialist Josh Bersin.³

Ethnically diverse companies and gender diverse companies are 36% and 25% more likely, to financially outperform organisations of average diversity, according to McKinsey & Company.⁴



Research from McKinsey found that among workers who prefer hybrid, **71% are likely** to look for another job if their current hybrid working is taken away. But some groups are more likely to leave than others:⁵

- ⚙️ **LGBTQ+ employees were 24% more likely to leave than heterosexual workers.**
- ⚙️ **Black employees were 14% more likely than their white peers.**
- ⚙️ **Employees with disabilities were 14% more likely to leave than employees without a disability.**
- ⚙️ **Women were approximately 10% more likely than men, and employees who identify as nonbinary were 18% more likely than men and women.**
- ⚙️ **Younger employees (18–34 years old) were 5-9% more likely to leave than older ones (55–64 years old).**

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 <https://www.publicfirst.co.uk/wp-content/uploads/2023/08/Hybrid-Work-Commission-report-Embargoed-until-13th-Sept-2023.pdf> ³ Why Diversity and Inclusion Has Become a Business Priority. Josh Bersin, 2015. Why Diversity and Inclusion Has Become a Business Priority – JOSH BERSIN ⁴ Diversity Wins. How inclusion Matters. McKinsey & Company, 2020 mckinsey.com/~/media/mckinsey/featured_insights/diversity_and_inclusion/diversity_wins_how_inclusion_matters/diversity_wins_how_inclusion_matters-vf.pdf?shouldIndex=false ⁵ Hybrid work: making it fit with your diversity, equity and inclusion strategy. McKinsey & Company, 2022 <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/hybrid-work-making-it-fit-with-your-diversity-equity-and-inclusion-strategy>