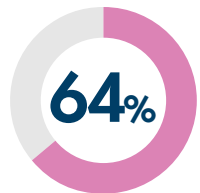


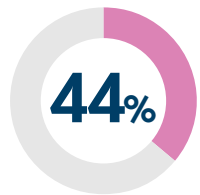


Financial improvements

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



Reduced costs to the business



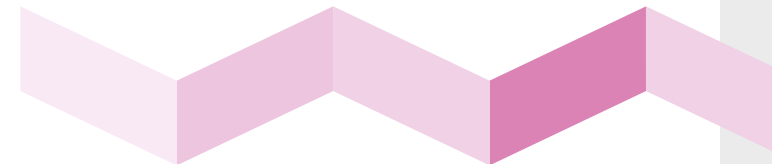
Enabled us to make more profit

43% of employers using some home working permanently say this is because of reduced overheads, according to ONS data.²



Only modest improvements are needed in either reduced **sickness absence** or reduced **staff turnover** for the benefits of flexible working to outweigh the costs within three years, according to analysis by Timewise.³

Employers that offer flexible working could see a gain to their business worth **up to 20%** of their annual payroll costs, according to analysis by Business in the Community and Bain & Company in 2024. The gains are from increased productivity, boosting recruitment and retention, employees opting for flexible working over increases in pay, reduced absenteeism, and lower real estate costs.⁴



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 *Is hybrid here to stay?* ONS, 2022 <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/isahybridworkingheretostay/2022-05-23> ³ *Reaching a positive financial return on investment in flexible working*, Timewise, 2022. <https://timewise.co.uk/wp-content/uploads/2022/04/Reaching-positive-ROI-flexible-working.pdf> ⁴ *Business in the Community*, 2024, <https://www.bitc.org.uk/news/boost-to-business-from-flexible-working-worth-up-to-20-of-annual-payroll-cost-analysis-finds>