

flexibilityworks ›



FLEX FOR LIFE 2026

What flexible working in Scotland looks like now ›



Thank you to all our sponsors and supporters who made this research possible.

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Six years of tracking flexible working in Scotland

Flex for Life is our annual 'temperature check' of what flexible working looks like in Scotland.

We analyse data from 1,002 workers, 250 senior business leaders and 200 unemployed adults actively looking for work. This tells us who in Scotland is currently working flexibly, who's still missing out, why people want flexibility and what impact this has on people's lives and work. We find out what employers really think of flexible working now, the impact of flex on business and what challenges remain for employers.

Our 2026 report is the sixth edition of Flex for Life and it shows, once more, that flexible working is well used and popular with workers and employers alike.

We hope that employers will use the data to benchmark their own organisation among Scottish workplaces and to support and inspire further improvement. For policymakers, the data reveals the national picture and highlights how enabling greater flexibility could have a major impact on supporting people into work and enabling people to work their way out of poverty.

Who is working flexibly in Scotland

Who's missing out?

Why people want flexibility?

What impact this has on people's lives and work

What employers think of flexible working now

The impact of flex on business

What challenges remain for employers

Key takeaways

- **Employers are overwhelmingly positive about flexible working**

More than 8 in 10 employers told us that flex has had **only positive** impacts on their organisation. 87% said it has reduced sickness absence, 86% said it's helped them build their reputation as an employer and 84% said it's increased productivity.

- **The public sector is lagging behind, especially for public-facing roles**

Frontline workers in the public sector have some of the lowest levels of flex, at just 47% (the national workforce average is 61%).

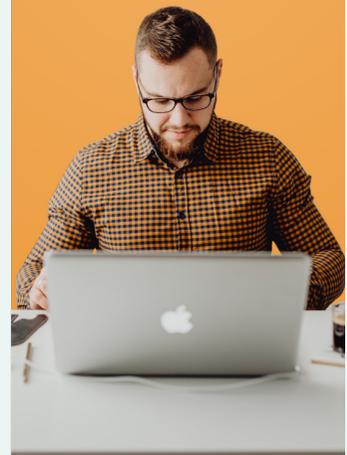
Improving this would bring huge benefits for the workforce and represents an enormous opportunity for the sector, which cannot match private sector pay and often struggles to fill vacancies. Competing on flex could be a game-changer for recruitment and retention.

- **Hybrid is here to stay**

While stories of corporate return-to-office mandates still make the headlines, our data continues to show that hybrid working is the most common form of flex and that levels are very stable. 68% of desk workers with flex are able to work from home some of the time, but both workers and employers see the benefit of being in the office sometimes. In fact, many workers go in more than is mandated.

- **A big impact for parents in poverty**

7 in 10 parents in poverty say flex makes work possible for them, and 1 in 4 say flex means they can work more hours and earn more money. However, our data also suggests that some parents in poverty are having to accept low quality roles to get the part time hours they need. We want to see flex built into roles at every level to make a difference for Scotland's poorest families.



- **Flex still too hidden from job-hunters**

Flexibility is one of the top factors people are considering in a job hunt. But it's still too often too hard to find – with 55% of job-seekers saying it's usually difficult to find information about flex. We hope more employers will get the message that flex should be front and centre when promoting vacancies and on their website - it attracts good and diverse candidates.

- **Bosses find communication around flex challenging**

More than half of employers told us that it's hard to talk to staff about flex without raising expectations. This has been in the top five flex challenges for the past three years and suggests that employers might like to do more but don't know how to start. We're here to help employers start the conversation, then work with staff to come up with flex solutions that work for everyone.

- **A priority for business. A priority for Scotland**

We're happy to see that 95% of employers expect flex to stay the same or increase in their organisation over the next 12 months. Yet the benefits of flex are still not being felt equitably across Scotland's workforce.

Small changes could make a huge difference in making quality roles accessible to those who need them most. With the business case for flex now clearer than ever, and the new Employment Rights Bill providing consistency and guidance – many Scottish employers are seeing this as a moment to focus on what good flex can look like for their business.



About our data

All figures, unless stated otherwise, come from online surveys commissioned by Flexibility Works and carried out by global insights agency Opinium between 4/9/25 and 27/9/25.

If you would like more information, such as sample sizes for specific groups, please drop us a line at hello@flexibilityworks.org

1,002 workers in Scotland

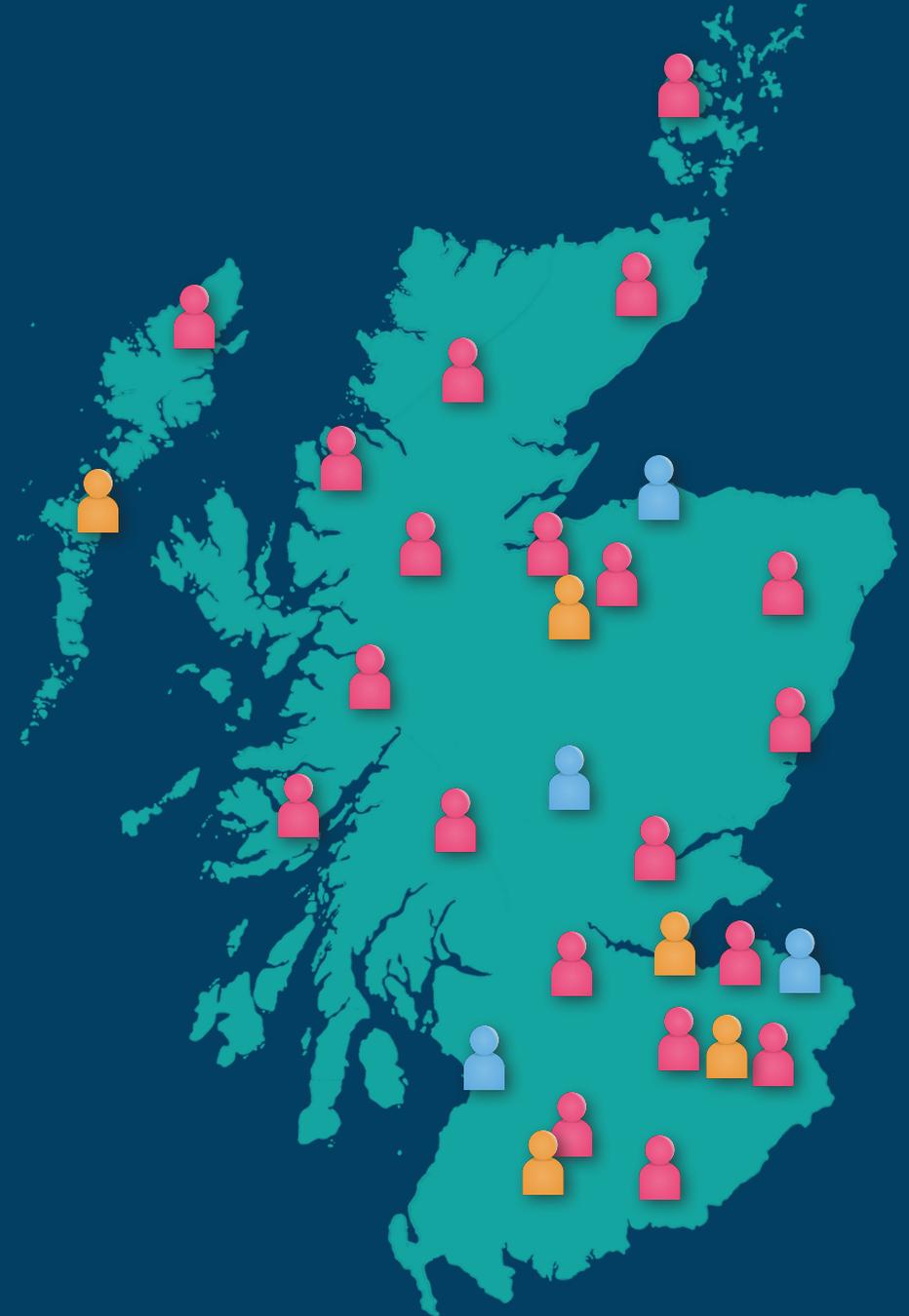
were surveyed, of whom 464 were in 'frontline/on-site/customer-facing' roles and 508 were 'desk-based' workers. Our figures are weighted and representative across Scotland.

250 employers in Scotland

were surveyed, including CEOs, directors, partners, owners and senior managers. 219 had at least some frontline workers and 28 did not. The industries and sectors our employers came from closely matched our employee survey.

200 people who are unemployed

Scottish adults looking for work were surveyed.



What is flex?



There's still some confusion about what flexible working is, in part because it can take so many forms, and there's no one-size-fits-all approach. Flexible working will look different depending on the person, the role and the organisation, and the sort of flexible working people need may also change at different life stages. A quick glance at our charts on page 24 shows the variety of flex currently used by Scottish workers.

Flexible working can be around:



Where someone works



When someone works



How much someone works

Put simply, flexible working is a pattern or schedule that's not a rigid Monday to Friday 9am to 5pm in the same place. Crucially, it's a pattern the employee has some choice and control over, and is agreed with the employer because it works best for both parties. This can be formal (in a contract) or informal (agreed verbally with your manager), or a mix of the two.

Some roles have more scope for flexibility than others. But we'd argue some flexibility is possible in almost every role.

Here's how we defined flex for the workers and employers we surveyed:

Flexible working is when you have some choice and control over when, where and how much you work, to help you balance your work and homelife. There are lots of different types of flexible working eg.

- Working from home and hybrid working
- Part time hours
- Compressed hours (working your usual number of hours in fewer, longer days)
- Being able to change your start and finish times
- Being able to take time out in the day for personal reasons and make up the time later

For frontline workers, flexible working also includes things like:

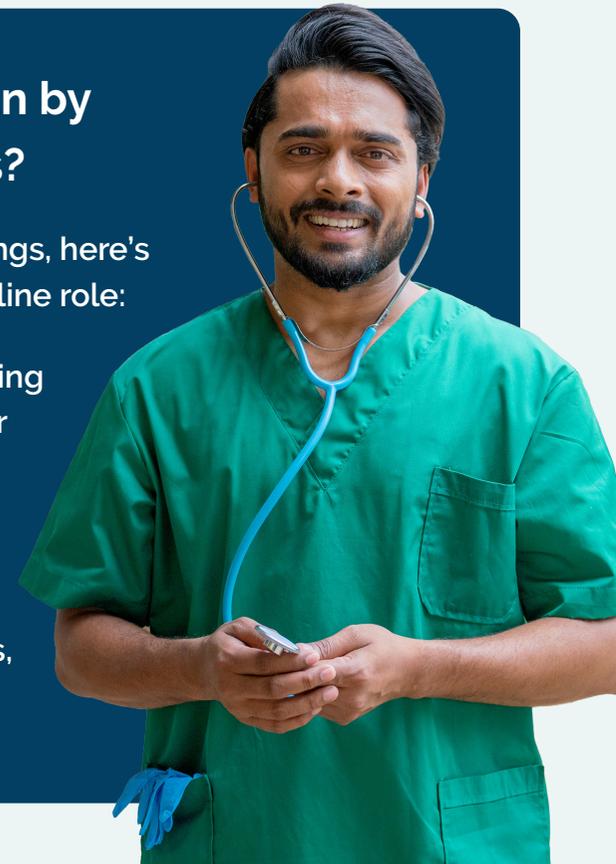
- Being able to swap shifts
- Having an input to rotas
- Being able to make small adjustments to start and finish times

It **does not** include things like zero-hours contracts over which you have no control.

What do we mean by frontline workers?

While we're defining things, here's how we describe a frontline role:

A role that involves dealing with people in-person or face-to-face, such as retail or nursing. Or, that requires you to be on-site to complete practical hands-on tasks, such as manufacturing.



Flex is now the norm

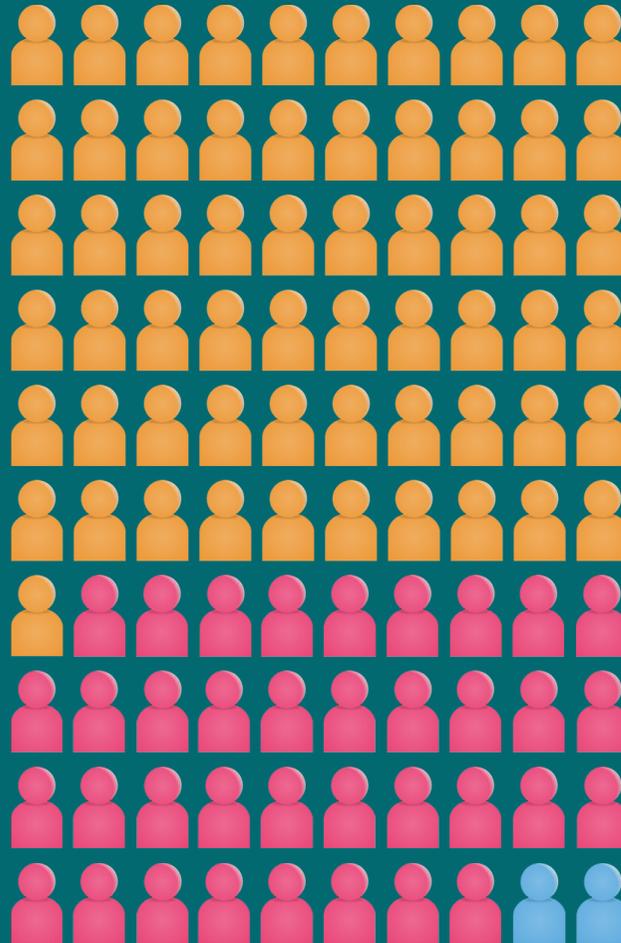
Five years of post-pandemic data shows that flexible working is now the norm for the majority of Scotland's workforce. At least 60% of workers have worked flexibly since 2022, following a steep rise from 46% pre-pandemic. Demand for flexibility is higher still. Nearly six in ten workers who don't already have flex, want it. This adds up to more than eight in ten workers in Scotland who have or want a job with flexibility.

Today, among every 100 workers in Scotland

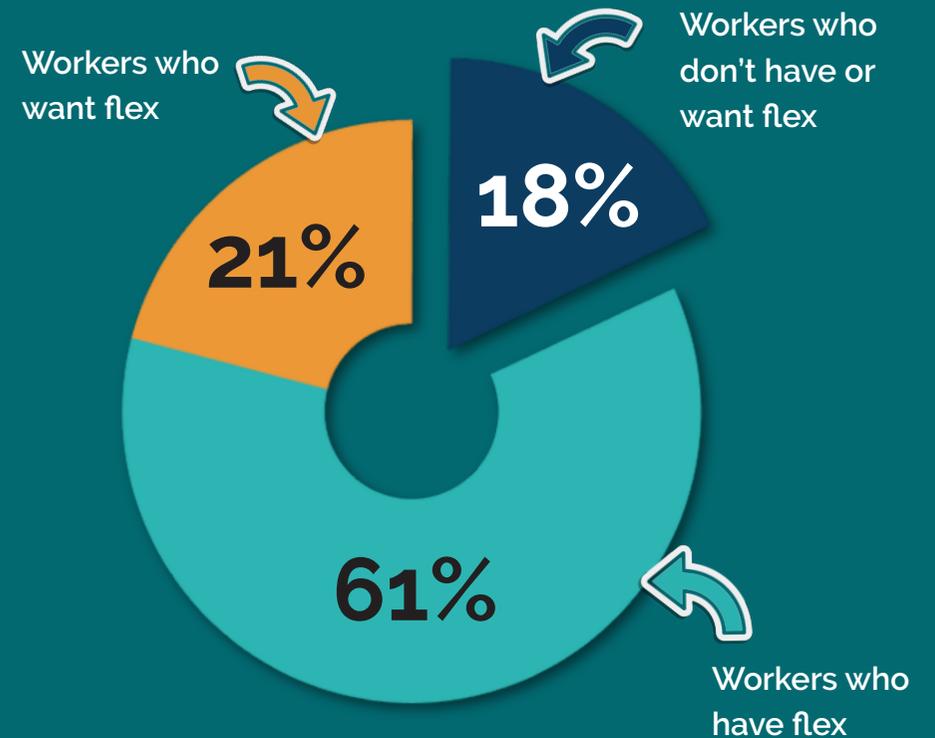
 61 work flexibly

 37 don't have flex

 2 aren't sure



82% of workers in Scotland have or want flex



Who's got flex?

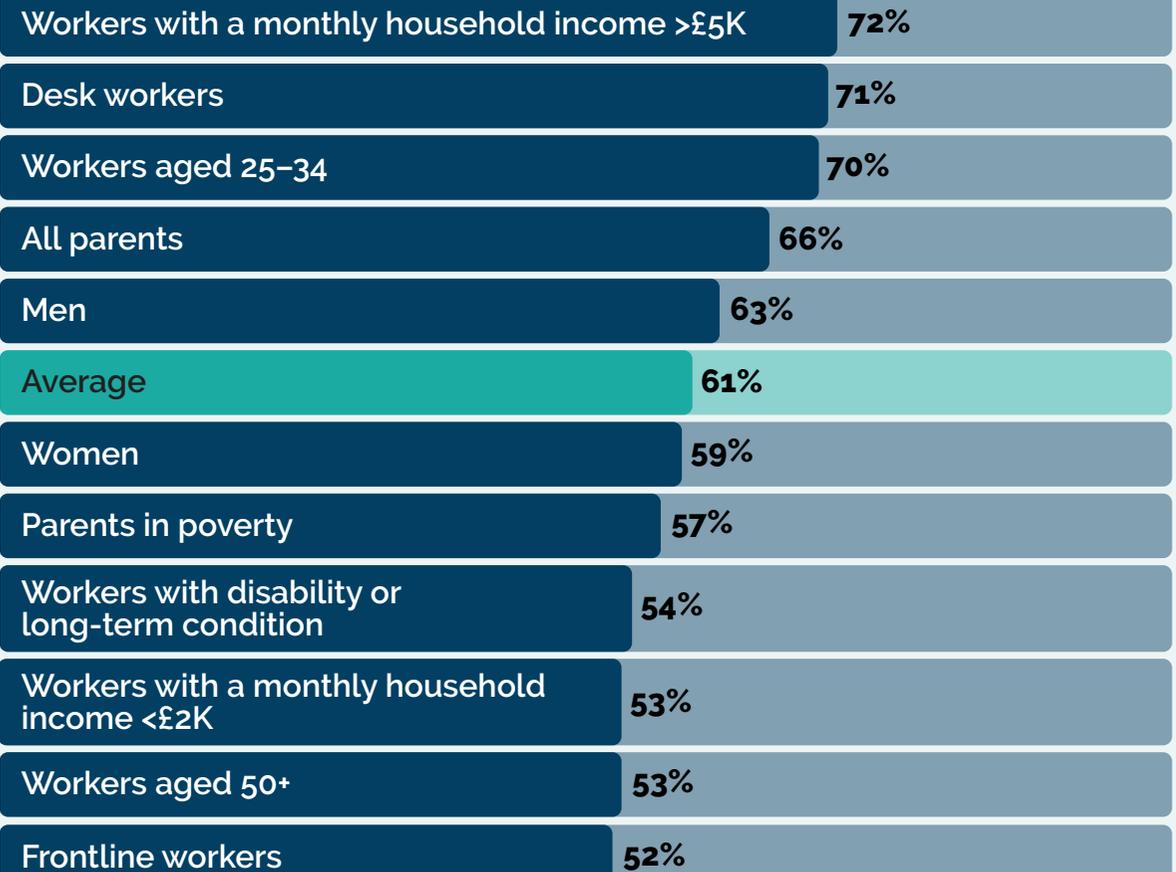
Some groups still losing out

Flexibility is now widespread, but its benefits are not being shared equally. A large 'flexibility gap' divides the workforce, with desk workers much more likely to work flexibly than those in frontline roles. This is exacerbated by the fact many lower paid roles are also frontline, meaning that workers who are struggling the most financially are also those having to fit around rigid working structures.

We get it.

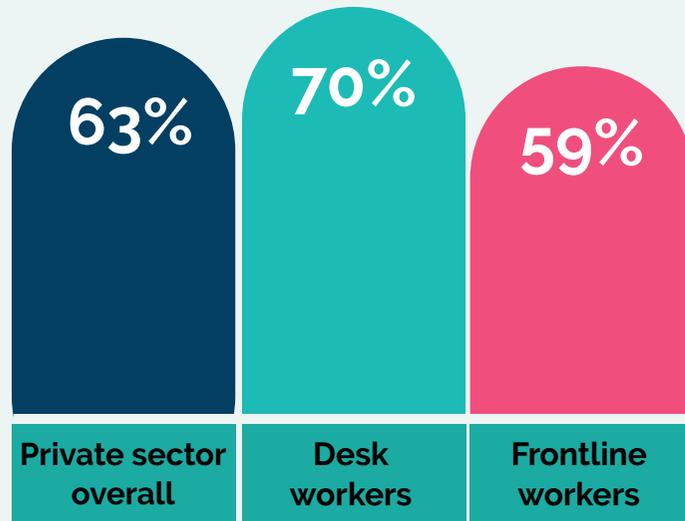
Building flexibility into public-facing roles is more challenging. But employers who rise to the challenge, even by exploring small changes, are already seeing the benefits across their business.

Workers with flex

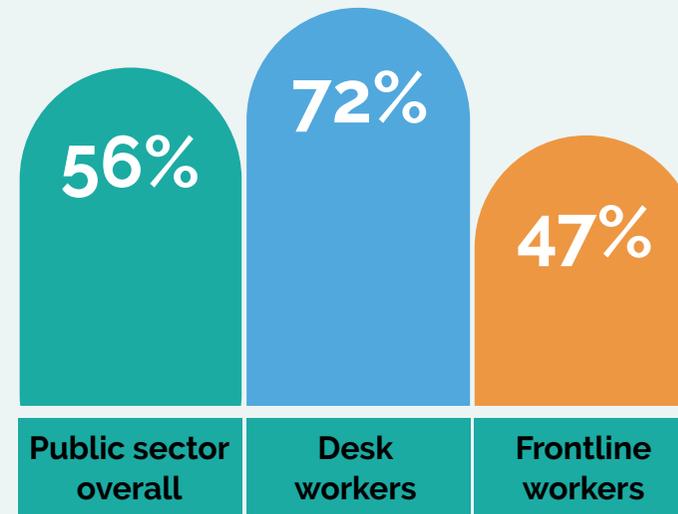


Workers with flex by sector

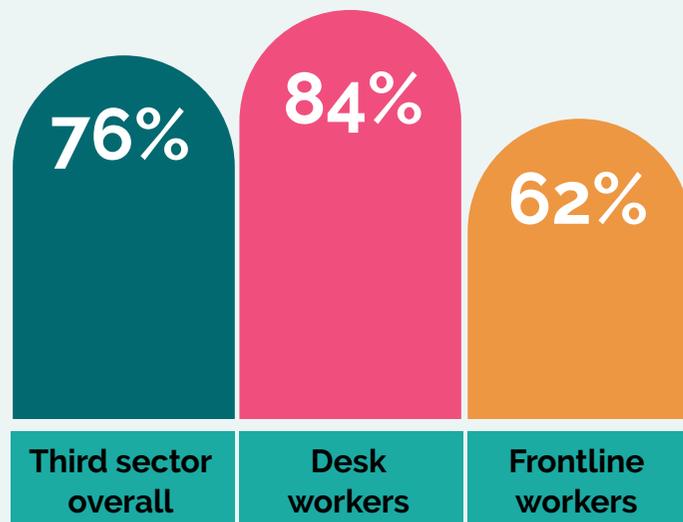
Private sector



Public sector



Third sector



Public sector lagging behind

Our data very clearly shows that frontline workers in public sector organisations have some of the lowest levels of flexible working. Public sector employers usually can't match private sector pay and often struggle to fill vacancies. So, competing on flexibility could be a game-changer for recruitment and retention. Even seemingly small changes can make a big difference to people's lives. For instance, we'd encourage employers to think about giving workers more input to rotas, making shift swaps easier, and enabling workers to make small changes to their start and finish times.

(See page 27 for more on flexible working for frontline workers.)



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UNIVERSITY OF STRATHMORE

I ♥
KTP

Industries with highest and lowest number of flexible workers

Industries with the highest numbers of flexible workers



82%

Finance and
accounting



81%

IT



76%

Marketing,
PR and sales



75%

HR



67%

Engineering

Industries with the lowest numbers of flexible workers



53%

Education
and training



53%

Health and
medical



49%

Retail



41%

Operations
and logistics



37%

Hospitality
and wellbeing
services

Some of our industry sample sizes are smaller than we'd like, but we've included the data as it's in line with existing research.

A gulf between industries

There is a huge 45 percentage-point gulf between the industries with the highest and lowest numbers of flexible workers. By and large, the industries offering the least flexibility are also those that employ more frontline workers, echoing our previous data.

The demand – and expectation – for some flexibility among frontline workers is huge: four in five either work flexibly or would like to. Our data also clearly shows that flexibility brings significant business benefits (see page 31), so exploring new ways of working is a win-win for employers and frontline workers.



Who's missing out?

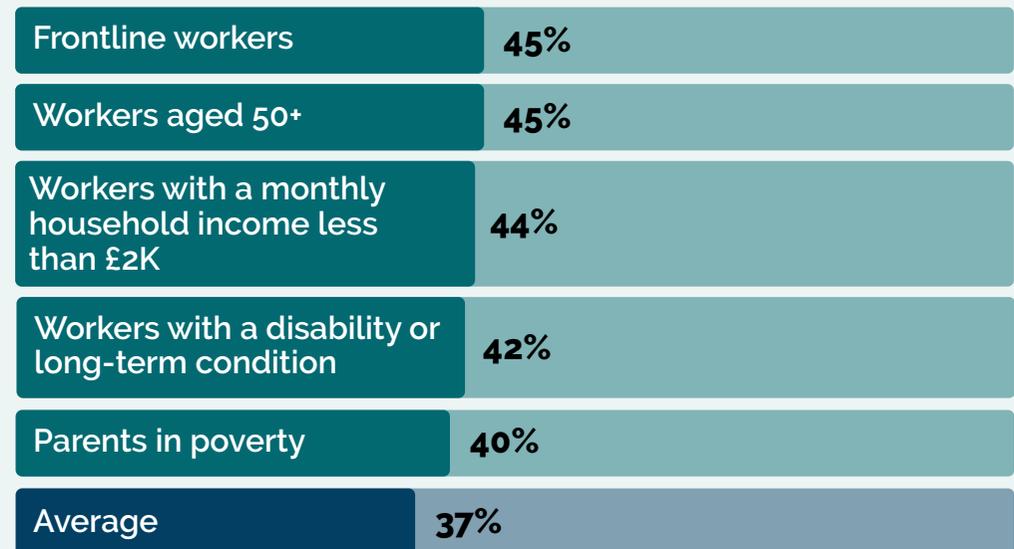
While flexible working is the norm for the majority of workers in Scotland, more than one in three (37%) still don't work flexibly.

Combat inequity and drive diversity with flex

As we've seen in our previous research, there are some groups of workers, such as people in poverty or those with disability or health issues who are often the ones missing out. By providing flexibility, employers can drive diversity in the workforce and help those on low incomes or with additional needs to perform at their best.

Older workers are also getting less flex. We don't see huge demand in this group, possibly because flex was not the norm for most of their working life. However, offering flex can keep people in the workforce for longer and help organisations avoid losing decades of knowledge and experience in one fell swoop, when people retire without a wind down.

The largest groups who don't work flexibly include:



Who still wants flex?

57% of workers who don't yet have flex, want it, including:



79%

Mothers



74%

People aged 16–34



68%

Workers with a monthly household income more than £3K



65%

Desk workers



56%

Parents in poverty



53%

Frontline workers



Demand from across the workforce

Employers and policymakers should take note that there is significant unmet demand for flexible working from across Scotland's workforce, including more than half of frontline workers and parents in poverty. High demand also comes from groups that are already getting greater flex – such as those in more affluent households. These workers are more likely to be surrounded by peers who are working flexibly. They can see the difference it makes, and they want it for themselves.

As flexibility becomes the norm, employers who explore even small flex options are more likely to retain staff, while those without a flex offer may see people choosing roles that offer a better fit.

Why do people want flex?

Our data shows people work flexibly (or want to) for all sorts of reasons, which change with age and circumstances.

Among Scotland's workers, the most common reason for wanting flex was to help with caring responsibilities (children).

50% of all parents said this, rising to 58% among parents in poverty.

Among workers over 50, the most common reason was to wind down for retirement.

1 in 4 older workers said this, showing how employers that offer flexibility can benefit from keeping skilled and experienced workers in their teams for longer.

More than 1 in 6 workers with a disability or long-term condition said their main reason for flexibility was to help manage physical health. 1 in 4 said their mental health was the main reason for wanting flex.

Even small changes to the working day can make a big difference for all workers, and especially those with a disability or health issue.



Know your workforce

Flexible working supports workers to manage their job alongside all kinds of responsibilities, needs and interests outside of work. Managers that understand what's going on in people's wider lives can often uncover simple tweaks to working patterns that benefit people and the business.

For example, ensuring a shift worker is not asked to work a particular evening if they have an existing commitment. Having open conversations with staff about their work pattern and work life balance is a great place to start.



Do gendered norms make employers more open to mothers requesting flex than fathers?

We found that 12% of dads have had a flexible working request turned down in the last year, compared to 6% of mums.





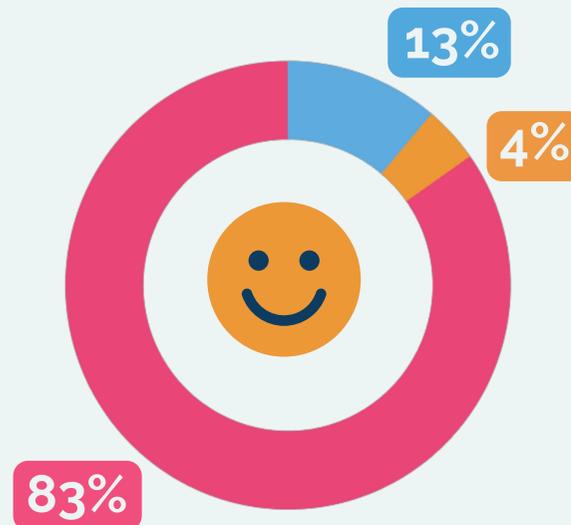
The impact of flex

Workers told us how flexible working improved their lives in really significant ways, including enabling people to work at all and boosting quality of life. 24% more workers with flex said they are happy with their work-life balance compared to those without flex.

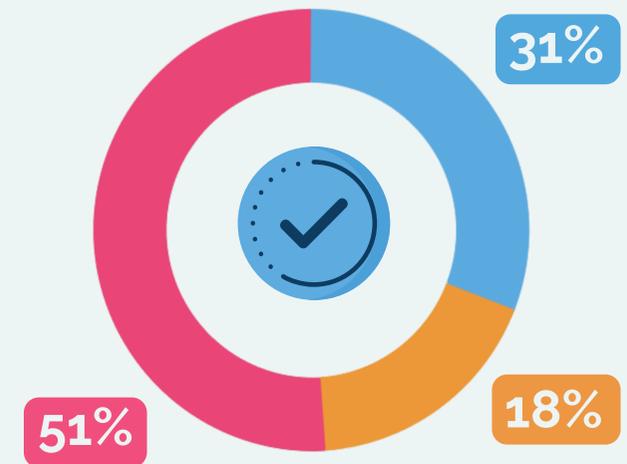
There is still opportunity for improvement, with a small minority reporting negative outcomes, such as having to work fewer hours and earn less money or take on a less skilled role. However, the vast majority of responses were very positive.

Among all workers with flex

“Flex improves my quality of life”



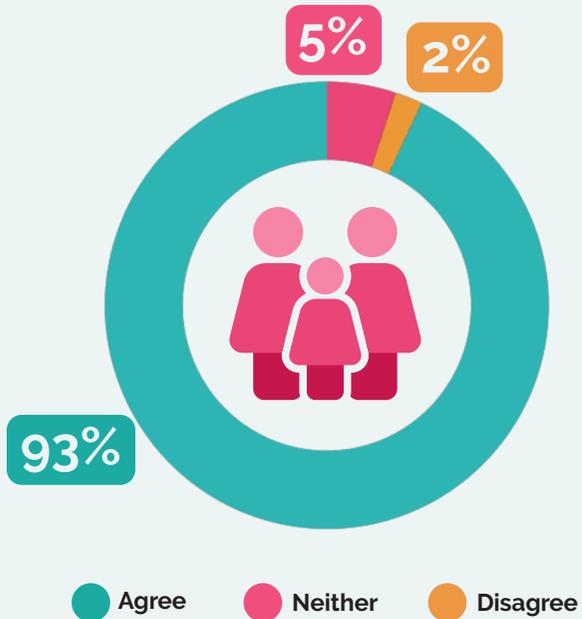
“It means I am working when previously that wasn't possible”



● Agree
 ● Neither
 ● Disagree

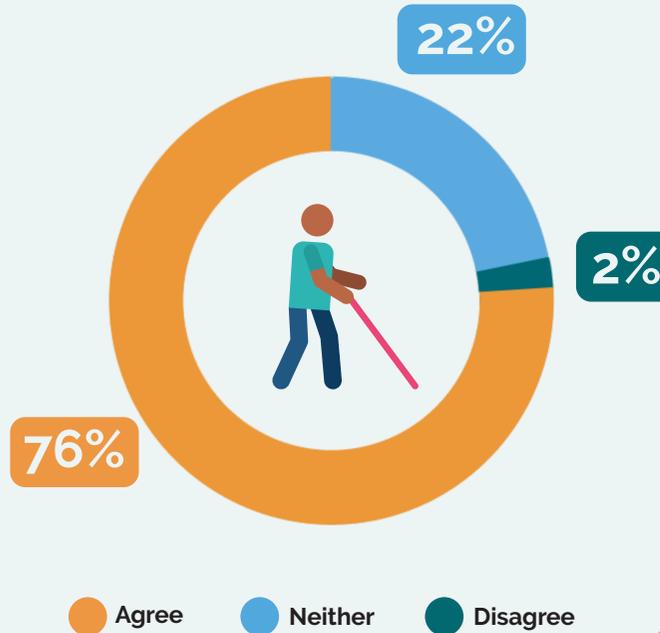
Among working parents

"It means I can work and manage my family responsibilities"



Among workers with disability or a long-term health condition

"It means I can work and manage my disability or condition"



All workers with flex

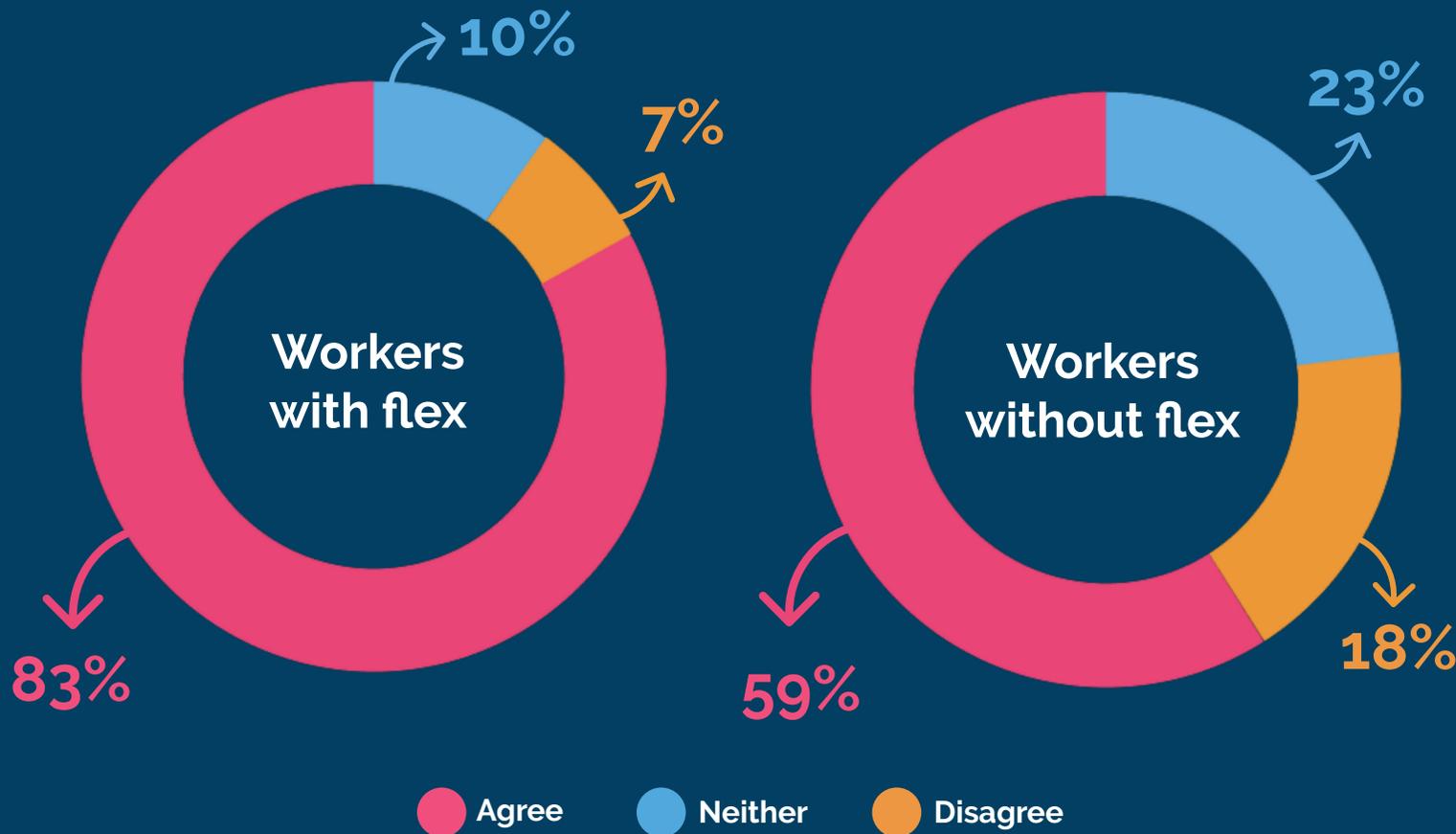


- "My mental health has improved"
- "My physical health has improved"



Impact on work life balance

Are you happy with your work life balance?



Mothers under strain

Among parents, 90% of fathers with flex are happy with their work life balance, compared to 82% of mothers. Interestingly, this suggests that even with flex, mothers appear to be under more strain.

This tallies with other research including the UK Household Longitudinal Study, which found that when women work flexibly, the burden of caring and household responsibilities increase significantly.

This isn't the case for men. Flexible working can be a great equaliser when it comes to gender equality, but not if it's simply enabling women to do more at home.

* <https://www.understandingsociety.ac.uk/blog/2024/09/23/flexible-working-gender-equality/>

Transform lives with Flex

Flexible working is providing widespread benefits to workers in Scotland and to the Scottish economy, by supporting more people to join the workforce when they otherwise couldn't, and by making work and life responsibilities easier to manage and more affordable.

Flexibility also helps people take home more of their income (by reducing reliance on paid-for childcare) and allows them to stay in work, especially for workers with a disability, those in rural areas, and those in low-income households.

We encourage all employers to explore ways to offer greater flex for everyone and urge the government to continue supporting the promotion of flexible working, which will have a knock-on effect of reducing the burden on services.

Flexible workers told us what losing flex would mean for them



"I'd have to rely more on others, or pay more for childcare" say



"I'd have no choice but to stop working" say





What sort of flex is used?

Of the 61% of workers in Scotland who say they work flexibly, we asked what types of flexibility they use. Many people use more than one type.

57% Hybrid working

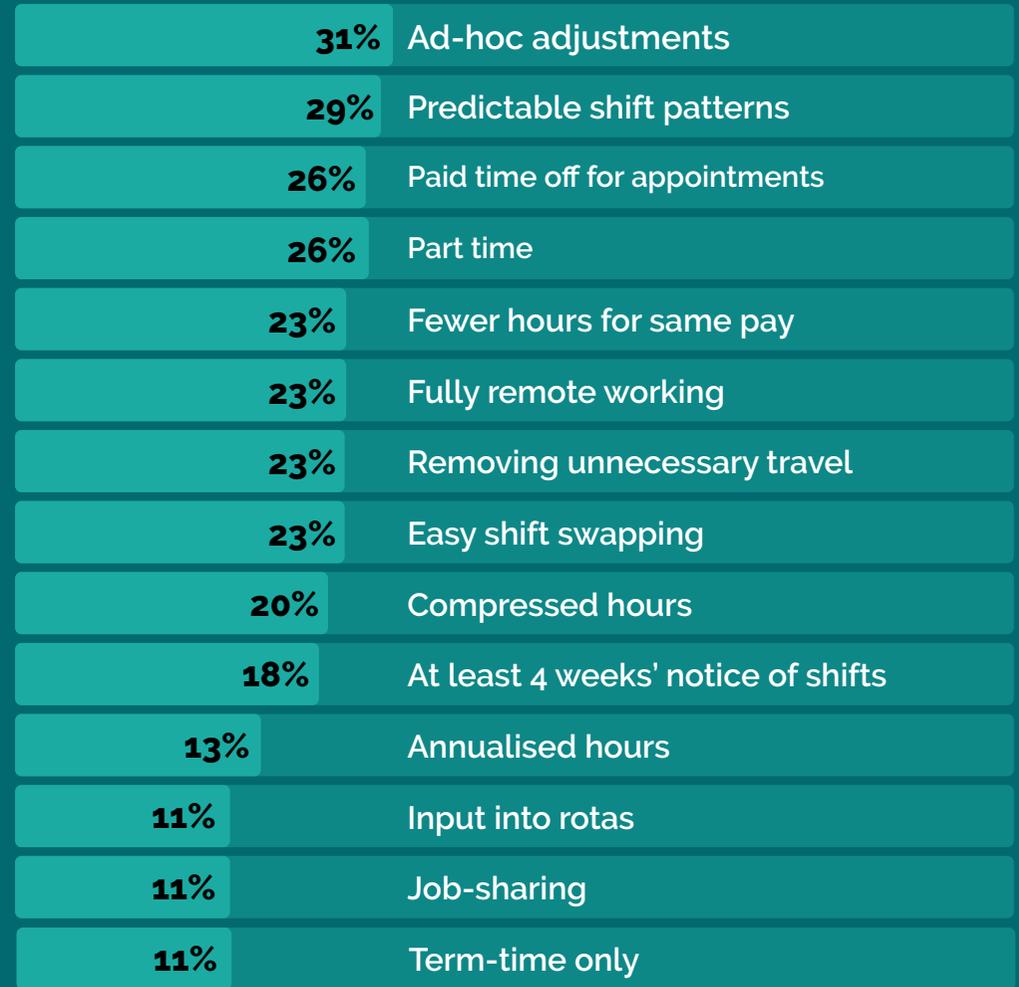
49% Flexible start/finish times

40% Opportunity for overtime, without pressure



No one size fits all

Not all types of flexibility will suit every role. But almost every role can flex in some way. We encourage employers to use this data to think about whether there are new kinds of flex their organisation could consider adding to the mix.

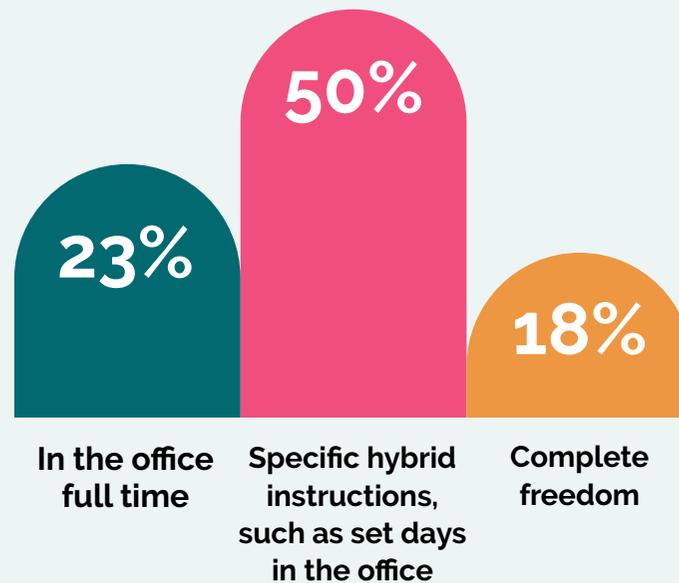


Hybrid in 2026

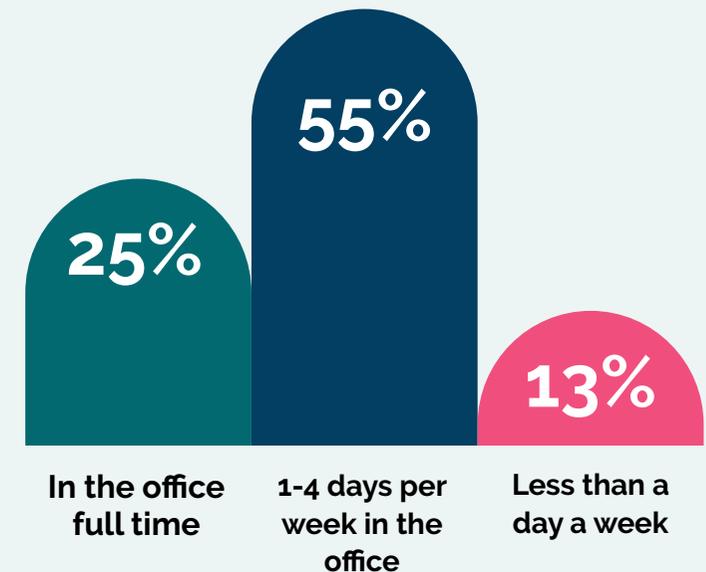
It's the most common form of flexible working for desk-workers in Scotland, and our data shows that hybrid is here to stay.

Contrary to the headlines about companies dragging reluctant workers back to the office full time, our figures suggest that workers and employers in Scotland are on the same page. They both think that being in the office some of the time is useful. In fact, we've found that many workers are choosing to be on-site more than requested, for 3 days a week on average.

What's expected by employers



What desk workers are doing



Average number of days a week in office



Maximising hybrid

The media narrative around hybrid still pits employers that seemingly want everyone in, all the time, against workers who never want to step foot in the office again. The reality is less of a scoop (so doesn't make the headlines) in that there's a lot of common ground and more than three quarters (77%) of desk workers can work hybrid.

The focus for employers now should be ensuring the organisation's hybrid model is really working for the business and its people. If there is already a hybrid policy, is feedback and data being collected to review and improve it? Re-evaluating exactly what people do best together in person is key. As is ensuring regular communication and connection among team members, and training managers so they're comfortable managing hybrid teams.

The fact parents in poverty are in the office more often than average may seem surprising. But this might not be out of choice.

Our previous research shows the less someone earns, the less likely they are to work flexibly – even in office roles. Enabling access to home working in lower-paid roles should be a priority for employers and policymakers, because we know flexible working helps people to stay in work.

Frontline flex

Just like desk workers, those in frontline roles such as manufacturing, care and retail have responsibilities and lives outside work — and they value flexible working just as much. Although many frontline roles can't be done remotely, flexible working is about finding approaches that work well.

Employers are already exploring types of flex that fit frontline settings and support people to manage work alongside life outside it. Still, frontline workers remain among the least likely to have the flexibility that could make the biggest difference to them.

2 in 10 more desk workers benefit from flex compared to frontline workers



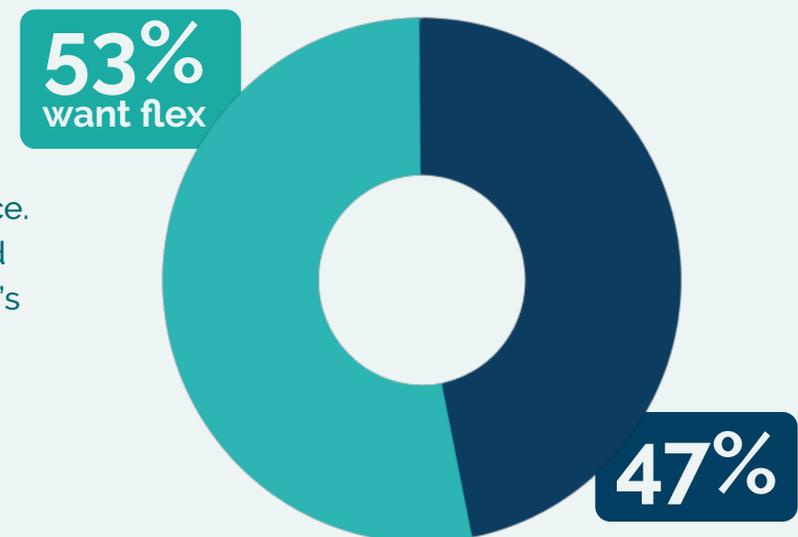
Frontline workers with flex: 52%



Desk workers with flex: 71%

More than half of frontline workers without flex, want flex

We see a very strong correlation between flexible working and work life balance. Only **67% of frontline workers** are happy with their work life balance, compared with **80% of desk workers**. Building flex into frontline roles can be harder, but it's entirely doable. **One-third (33%) of frontline workers** without flex believe their role could be flexible without impacting performance, while **59% of those who already have flex** said there is room for even more in their current role.



The most common types of flex already used by frontline workers are:

52%

opportunity for overtime without pressure to do so

44%

flexible start and finish times

32%

part time

32%

easy shift swapping

30%

predictable shift patterns

27%

compressed hours

26%

removing unnecessary travel

25%

fewer hours for same pay

23%

ad-hoc adjustments

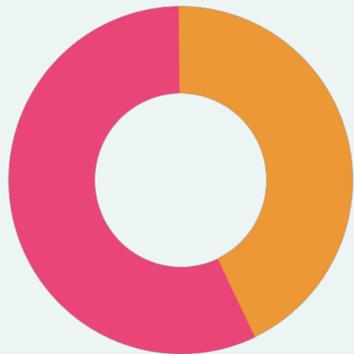
Accelerating frontline flex

Too many frontline workers – and their employers – are missing out on the benefits flexible working can bring. The good news is that four in ten employers told us they expect flexible working for frontline staff to increase in the next year. This could pay off in staff turnover alone: eight in ten frontline workers who have flex say it makes them more likely to want to stay in their job.



Parents in poverty

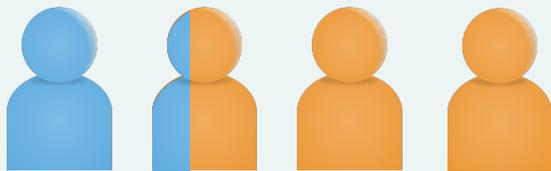
Our data shows that flexible working has particular importance for parents in poverty, enabling them to juggle work with looking after their children.



57%
of working parents in poverty have flex (lower than the Scottish average of 61%).



7 in 10
say flex means they are working when previously it wasn't possible.



More than 1 in 4

say flex means they're now working more hours and earn more money.

I'm working when previously it wasn't possible

Average for all parents: 51%

69%

My main reason for wanting flex is childcare

Average for all parents: 50%

52%

Flex means I can work and manage my family responsibilities

Average for all parents: 92%

94%

Flex means I've taken on a more skilled or senior role

16%

Average for all parents: 30%

Flex means I've had to take on a less skilled or senior role

12%

Average for all parents: 6%

If I lost flex, I'd have to rely more on others for childcare

38%

Average for all parents: 31%

If I lost flex, I'd have to pay more for childcare

33%

Average for all parents: 31%

20% of parents in poverty feel 'stuck' in their current role because they can't see the flex they need elsewhere

20%

Average for all parents: 15%

Life-changing impact

Flexible working can make a life-changing difference for parents in poverty, and therefore children in poverty. Our data shows really clearly how much flexible working helps parents get into work and enables them to take on more hours and therefore earn more money, and how losing flex would impact their childcare arrangements more severely than other parents.

But our data shows problems with flexible working for parents in poverty too. Working flexibly is less likely to help them take on a more skilled or senior role compared to other parents. In fact, working flexibly is more likely to result in them taking a lower skilled or more junior role than other parents.

We don't have the data to explore this further but it may be linked to the fact parents in poverty are more likely to need part time hours, and the majority of part time roles are at the lower end of the salary spectrum. Creating more quality part time or job share roles, especially in more skilled and senior roles, would help all workers and especially parents in poverty progress at work.

This in turn would help them improve their family finances and wellbeing.



Recruitment and retention

Every year our data shows how much flexible working matters to people in their job search – whether for workers changing jobs or for unemployed adults trying to get into the workforce. And more than eight in ten employers told us that offering flexibility has increased the quality of candidates, so it's another win-win for people and for businesses.



4 in 10 workers

considering changing jobs say flexible working is important in their job search.



82% of employers

say offering flex has increased the quality of candidates.

Flexibility is often make-or-break for job-seekers

53% of unemployed adults looking for work say flex is important.

25% say it's the single most important factor in their search.

Job-seekers say:

39% "I've seen a job I was interested in, but no flex was mentioned, so I didn't apply."

33% "I've turned down a job offer because it lacked the flex I need."

47% "I feel uncomfortable asking about flexible working in a job interview."

55% "It's been difficult to get information about flex for most jobs I've considered applying for."

Flex is a major factor in retaining staff

Offer flex and shout about it!

Despite the fact flexible working is hugely important to workers, and the vast majority of employers acknowledge it helps them recruit and retain good staff, just one in three Scottish jobs are advertised as flexible, according to Timewise*. Both the availability of flexible working, and visibility of flex when people are searching for roles, are still an issue. If you're an employer and you're not offering flexibility, or you're just not showcasing it when recruiting, you'll be missing out on talented candidates.

For policy makers and employability professionals, our data demonstrates that little has changed since in the last few years. Upskilling employability professionals so they can better understand and advocate for flex on behalf of their clients and working more closely with local employers to create flexible roles, especially in lower paid roles, could finally nudge these figures in the right direction.

83% of workers say flex makes them more likely to want to continue working for their employer

84% of employers say flex has helped them retain good staff



* <https://timewise.co.uk/article/scottish-flexible-jobs-index/>



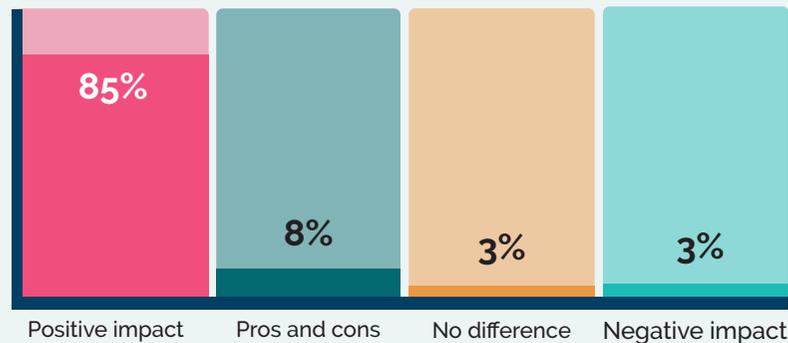
CITY OF GLASGOW
COLLEGE

PEOPLE
MAKE
GLASGOW

Employer thoughts on flex

We asked 250 senior business leaders in Scotland what difference flexible working has made to their organisation.

More than 8 in 10 employers said flex has had only positive impacts



What's not to love?

Flexible working is not only the right thing to do for workers, it's business critical. Employers who've taken the leap and offer flexibility to their workers overwhelmingly tell us it's had wide-ranging positive impacts on their organisation. And these are not small numbers: **213 out of 250 Scottish employers said flex has had only positive impacts**, 20 said it had had both positive and negative impacts with just 8 reporting only negative impacts.

According to employers, flexible working has:

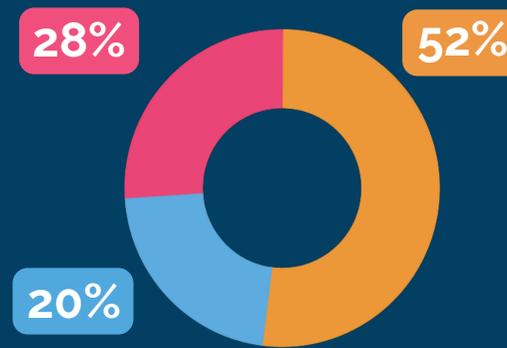


The focus for employers now should be how to extend and enhance flexible working because that will unlock even more of the benefits mentioned here. It's not just our data that shows flexible working is good for business. There are stacks of robust studies from around the world repeatedly showing flexible working is not just a nice-to-have for staff, it's essential for business success.

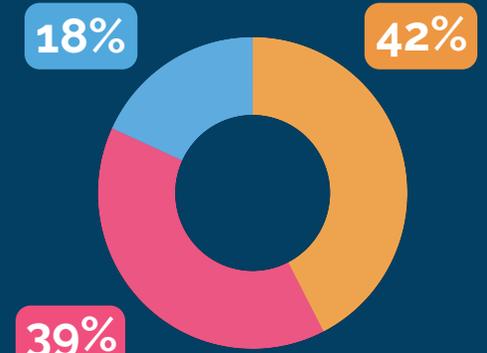
What are the remaining challenges for employers?

We've demonstrated (again) how flexible working is good for business, but 37% of workers still don't work flexibly, so what's holding employers back from introducing flex, or expanding it across all roles?

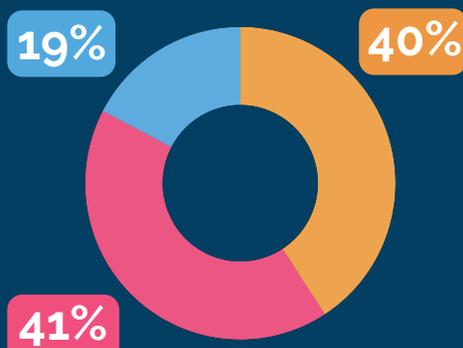
The top five challenges employers told us about were mainly worries about managing expectations, a lack of skills to manage sensitive conversations, and tackling individual bias including from some senior managers.



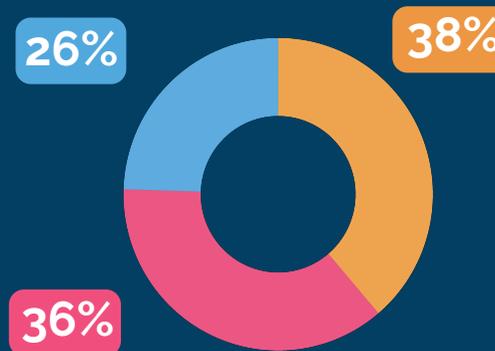
"If we consult with staff on flex, they'll expect it."



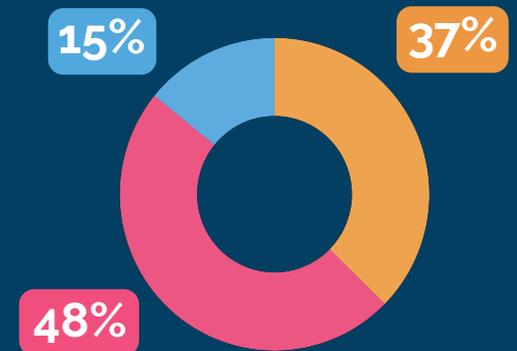
"If we offer more flex, the floodgates will open and we won't be able to deliver for everyone."



"Some senior managers are opposed, which makes it harder."



"Some line managers are opposed, which leads to inconsistent flex."



"Managers are struggling to have difficult conversations about flex."

- Agree
- Neither
- Disagree

The challenge of change

Organisational change is never entirely smooth sailing, but none of these challenges are insurmountable and we're yet to hear a real case of the "floodgates opening". The best place to start is with building the business case for greater flex in your organisation using our data and data collected by the business. Presenting this to the board helps to get buy-in from the top. Employers then need to explore what flexible working could look like in all roles – it doesn't have to be one-size-fits-all, and consulting the workforce will help, with intentions and limitations clearly stated from the outset. Management training could make a big difference too. More than one-third (36%) of workers who manage staff told us they've not had any training in managing flexible workers, which would increase their confidence in what's possible and challenge wrongly held beliefs.

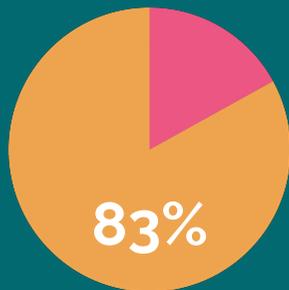
Flexible working really is the new normal in Scottish workplaces and the benefits for workers and for employers are well worth the effort. Employers that don't want to face up to these challenges will lose out in the longer term with higher turnover, lower staff morale and higher sickness and absence rates. Change always presents challenges, but few changes will be as transformative for a workforce as flex.



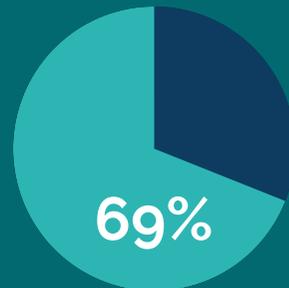
Are employers as good as they believe?

We always benchmark employer opinions on flexible working alongside worker opinions. As in previous years, the level of flexibility on offer is rated more highly by employers than by workers.

83% employers rate their organisation's flex as good or very good. Compared to **69% of workers**.



Employers



Workers

Are employers in touch?

If you're an employer, are you sure your workers agree with you on what flexible working is available? Could there be inconsistent practice going on in your organisation? Are all managers applying your policy, and have you done enough to communicate your offer clearly to all workers?

Check in with your workers about what they think about the available flex in your organisation and encourage managers to have conversations with their teams about working patterns and work life balance. Importantly, role model flex yourself to show others what is possible.

My organisation offers:

Minimum flex: statutory only

Employers 8%

Workers 15%

Flex lite: some people work flexibly, but it isn't embedded in our culture

Employers 9%

Workers 13%

Good flex: some good practice in place and many people have the opportunity to work flexibly

Employers 36%

Workers 32%

Very good flex: flexible working is accepted as the norm across the organisation

Employers 47%

Workers 37%

Don't know

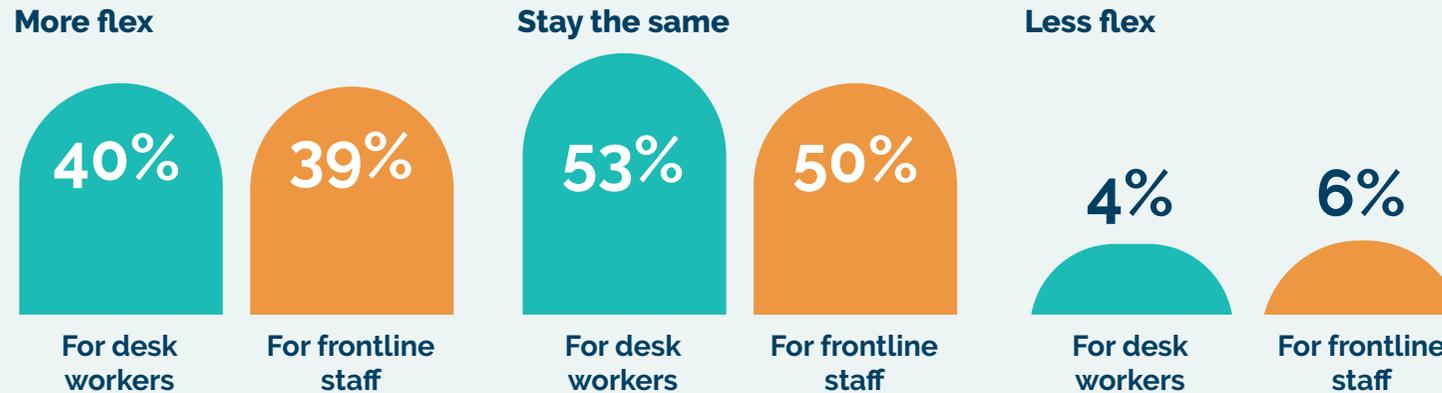
Employers 0%

Workers 3%

The future of flex

Flexible working has become 'business as usual' in Scotland with 95% of employers expecting flex in their organisation to stay the same or improve in the next year. Only a tiny minority expect flexibility to reduce for their workers.

How do employers see flex changing over the next 12 months in their organisation



A flexible future

Most Scottish employers see the future of work as flexible. It's true we need a bigger push to create more flexibility for frontline workers, especially those in public sector organisations, but some flexible working really is the norm in the majority of Scottish workplaces.

What's more, the forthcoming UK Employment Rights Bill will make it harder for employers to unreasonably refuse

formal flexible working requests, so there's even more reason for employers to be proactive and open-minded in creating flexible ways of working, so they comply more easily with the change that's expected to become law in 2027.

We encourage all employers to use this data and your own to enhance the future of flexible working in your own organisation.

How we can help you

Whatever stage you're at, we're here to help employers make flexible working work for your people and for your organisation.

1

If you're still in the early days of flexible working, join our **Flexible Workplace Accelerator** with other like minded employers. We'll help you and your teams understand what flexible working can look like in your organisation, help you create your business case for flex and gather crucial staff feedback (without raising expectations you can't meet!) so you can move forward.

2



If you have flexible working in place but you'd like to extend or enhance your offer, book a consultation appointment with us, and/or a training workshop for your managers.

3

If you believe your organisation is doing flexible working really well, take part in our **Flexible Workplace Accreditation**. It recognises your commitment, strengthens your employer brand, and shows you're serious about building a future-fit workplace. Get accredited. Get recognised. Get results.

Contact us



hello@flexibilityworks.org.uk



0141 378 8330

About Flexibility Works

Flexibility Works is a boutique consultancy and training organisation that provides practical tools, support and resources to help employers create a successful flexible working culture.

Founded by Scotland's leading flexible working experts Lisa Gallagher and Nikki Slowey, Flexibility Works is proudly a social business with a purpose to enrich people's lives by transforming the way we work.

We've seen first-hand that it's possible to run a productive and profitable business and at the same time support the work-life harmony of people who work. Our vision is simple – a working culture that truly values work life harmony, enabling all people and businesses to thrive.

We bring a depth of knowledge and insight about flexible working, and years of practical experience to help businesses and individuals thrive. And we work closely with the Scottish Government and policy makers



Everything we do links to our mission, which is to accelerate the adoption of flexible and new ways of working in Scotland, by sharing advice, insight and best practice, which improves business success, employee engagement and wellbeing.

As a social enterprise, an important strand of our work includes research and projects with lower income workers and unemployed adults looking for work, as we explore and evidence how flexible working can play a role in reducing poverty in Scotland.

Thank you to all our sponsors and supporters who made this research possible.



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