

# The benefits of flexible working

Businesses that have already initiated flexible working say they initially faced three major challenges:

1. Overcoming fears that productivity would decline
2. Addressing concerns that teamwork would suffer
3. A reluctance to blur the home work boundary.

**Outcome:** Having deployed flexible working the vast majority (**70%**) of these businesses found them beneficial with **20%** describing them as highly beneficial.<sup>1</sup>

## Flexible Benefits for the Employer

- Increases employee motivation
- Boosts productivity by as much as 13%<sup>2</sup>
- Lowers employee turnover
- Increases employee engagement
- Reduces employee absence
- Helps to attract and retain the best talent
- Allows office space to be reduced or minimised to make savings on business rates, rent and utility bills
- Reduces travelling expenses – both in employee transit time and cost of transport

## Flexible Benefits for the Employee

- Increases job satisfaction
- Improves work/life balance
- Reduces stress levels
- Provides a quieter, less disruptive working environment
- Increases motivation and productivity
- Reduces time spent commuting
- Reduces money spent commuting
- Provides flexibility to respond to family commitments

1. Virgin. 2014. Infographic: Is the rise of flexible working a myth?

2. Stanford University. 2014. Cited on theguardian.com, <http://www.theguardian.com/money/work-blog/2014/apr/30/what-happened-to-remote-working>