

BENEFITS OF FLEXIBLE WORK

1

BETTER FOR BUSINESS

- Studies show that flexible work leads to improved productivity, financial performance, and revenue generation
- Higher employee retention leads to lower recruitment and training costs

FOR EXAMPLE:

Hewlett Packard saw a 200% increase in daily transactions and a 50% reduction in overtime, and doubled their productivity after introducing a compressed working week.



2

BETTER FOR TALENT

- Work-life balance is the most important factor for top talent retention (across all generations and genders)

FOR EXAMPLE:

According to a 2014 research by Hays, 56% of Asian employers believe that work-life balance has a major impact on employer brand and workplace flexibility is key to achieving this.



3

BETTER FOR EMPLOYEES

- More workplace flexibility leads to higher employee engagement and job satisfaction

FOR EXAMPLE:

Employees who have workplace flexibility had 55% higher engagement, 55% less stress, and 45% lower turnover than those who don't.



4

BETTER FOR PLANET

- Flexible working helps businesses conserve natural resources and energy, and reduce transport-related pollution

FOR EXAMPLE:

Gallup data suggests that the U.S. workforce avoids 2.7 billion round trips per year by working from home, saving 30 million metric tons of CO2e.



5

BETTER FOR GENDER BALANCE

- Flexible working options boosts the number of women employees
- It also allows men and women to balance household work and careers
- Flexibility promotes diversity and inclusion across the talent pipeline

FOR EXAMPLE:

Bain & Co found that 94% of women and 74% of men were interested in flexible working, but only 46% of women and 25% of men had used or were currently using flex. Women are almost twice as likely to use flex as men. Consciously

promoting flexibility to men is a good way to promote gender equality and employee health and well-being.

