



## Benefits of flexible working for organisations

Flexible working - giving flexibility over where, when and the hours people work - is increasingly in demand. Here we list the benefits of flexible working - both direct and indirect - for organisations and employers.

### Retention and recruitment

Recruiting and retaining a broader pool of talent, reduced recruitment costs (due to lower attrition) and retaining employees' skills, leading to financial gains and a potential competitive advantage for the organisation.

### Employee engagement and loyalty

Employees are more likely to be flexible for the organisation (for example, changing their working hours when the need arises), and show more loyalty.

### Enhanced work performance

Increased productivity and better quality of work, more efficient ways of working, with employees managing and organising their workloads better.

### Diversity and inclusion

Helping parents return to work, reducing the gender pay gap, helping people with fluctuating health conditions stay in work, and helping carers to balance their work and caring responsibilities.

### Avoiding negative employee outcomes

Avoiding work-related stress, reduced sickness absence, and other negative employee outcomes.

### Employees going 'above and beyond'

Employees going beyond the call of duty, more motivated to work hard for the organisation, and giving back to the organisation (by, for example, by training other staff).

### Positive work culture

Creating a positive working culture, in which employees feel valued.

### Creating buzz around the brand

Having a flexible working campaign and being known as an employer that supports flexible working can create a buzz around the brand.

### Workforce in line with needs

Being able to balance the workforce in line with the organisation's needs and avoid being over-staffed.