WLB/Flexible Working Statistics

- A company that had introduced Work-Life Balance solutions claimed **profitability** was **up by 37%**
- Another estimated **savings of nearly £240,000** by reducing staff turnover.
- Employers who provide childcare referral services for their employees **save an estimated £2 for every £1 they spend** on the service and reduce costs - possibly by £50 million in the course of a year - as a result of reduced sickness absences.

Work-Life Balance 2000 Baseline Survey, Department for Education and Employment reported

- **80% of employees** believe **Work Life Balance is a key** consideration **in deciding to leave for a new job**. (Work UK Survey)

- **6 out of 10 single people claimed to have experienced discrimination in the workplace**, the most common form being expected to work more at weekends and longer hours than their colleagues in relationships. (Twenty4-SevenSurvey 2006)

- Women looking for a part-time job often find it difficult to find a job that matches their skills, resulting in their skills being under-utilised, representing lost productivity for the UK economy. (Women&Work Commission)

- **One in three workers suffer from poor psychological health**. Researchers looked at nine "stressors" such as how much control workers thought they had over their own working day and their work-load. (Psychologist, Saqib Saddiq)

- Britain's flexible and part-time working arrangements are failing to meet the needs of working women and men, leading to 5.6 million part-time workers – 4 out of 5 of Britain's 7 million part-time workers – working in jobs that do not use their potential. (EOC)

- The DTI estimates that **stress at work** now **costs the UK £3.7 billion** a year.

- BT introduced flexible working for **80%** of its staff in **2001.** Since this date they have seen an **increase in productivity by 20%** (Jan 2007) http://www.personneltoday.com/Articles/2007/01/29/39048/unions-step-up-fight-for-flexible-working.html

Source: Chwarae Teg – Work life Balance Factsheet – Statistics, 2008. This document can be reproduced as long as the source is cited

- Home workers are on average **65%** more **productive** than office based colleagues (Institute of Directors)

- BT estimates home working saves them around **£70m** every year

- More than **1,000 women** who work for BT become pregnant every year and **99%** of them return to work. The UK average is **47%** . Source: http://news.bbc.co.uk/1/hi/business/5349542.stm

- **Quarter** of staff with dependent children **under six** had requested to work flexibly in the past two years and **four-fifths** of these requests were accepted. (Taken from DTI Flexible Working Survey, source: "Be flexible enough to go beyond the law", personneltoday.com, 21st November, http://www.personneltoday.com/Articles/2006/11/21/38234/be-flexible-enough-to-go-beyond-the-law.html

- **99%** of people said they **work best when they can balance their work and other aspects of their lives** (The Work Foundation and Unison, "Work Life Balance: Rhetoric versus reality, 2006)

- **6.5 million** people are **'leaking away'** from the Labour market . ("Working Outside the Box: Changing work to meet the future", EOC, January 2007, http://www.eoc.org.uk/PDF/working_outside_box_summary.pdf)

- **4.8 million** are not **fully using their skills and experience** at work and say they would have made different job choices if flexible working had been available. (EOC, 2007)

- A further **1.7 million** people out of work say that **flexible working would encourage them back into employment** (EOC, 2007)

- **Under utilising skills-** The proportion of **women graduates** in **low level jobs-** the bottom **25%** of all jobs- has almost trebled, from **5%** in **1995 to 13% in 2005**. One in **10** women with degrees work in low-level jobs throughout their working lives. A minority of female graduates are now in high level jobs- **45%** compared to 65% ten years ago. This under use of skills is happening despite **22%** of AGR employers anticipating that they would not be able to fill all graduate vacancies for 2006 (EOC, 2007)

- By *removing barriers* to women working in occupations traditionally done by men, and increasing women's **participation** in the **labour market,** could be worth between **£15 billion or 1.3 to 2.0 percent of GDP**

WLB Policies Reduce Absenteeism

Source: Chwarae Teg – Work life Balance Factsheet – Statistics, 2008. This document can be reproduced as long as the source is cited

- Absenteeism is on the rise. The **CBI estimates** that the cost of **absenteeism was £13 billion in 2005**. Research from **UNISON** found that introducing flexible working practices can reduce sickness absence from **12% to 2%**

- DTI's Second Work-Life Balance Survey (2003) said that the majority of employers who provide work-life balance practices reported that they had a **positive impact** on employee relations **(71%),** employee **commitment** and **motivation (69%)** and **labour turnover (54%).** Nearly half stated that these practices ha d a positive effect on **recruitment (47%), absenteeism (48%)** and **productivity (49%)** (EOC, 2007)

WLB Policies Improve Staff Recruitment and Retention

- More talented workers will **stay** and are less likely to leave if flexible working options are available. Research by Manpower illustrates that **22% of workers switch from their current employer for more flexible working options.**

- **Fifty-six percent** of mothers with children under the age of 5 are working. (Labour Force Survey, 2005)

- Men with **dependent** children are **more likely** than those without to be working while the child's age has no impact on their employment status. (Labour Force Survey, 2005)

- **Third** of mothers used some form of **flexible working** pattern compared with a **fifth of fathers**. (Labour Force Survey, 2005)

- **One in seven** mothers worked flexible working hours compared with **one in ten fathers** (Labour Force Survey, 2005)

- **Two thirds** of workers want to work flexibly, despite career concerns, (Source: "I in 2 UK employees fear flexible working will sideline career", www.onrec.com, Thursday 7th December 2006 http://www.onrec.com/newsstories/14493.asp

- Since the implementation of the **Flexible Working Act in 2003,** the proportion of **mothers changing** their employer after childbirth **fell from 41% to 20%** between 2002 and 2005. In our recent survey, **60%** of people said that the right to request should be extended to all employees (EOC, 2007)

Improved Company Image

- **35%** of people not working said they could be **encourage back into work if flexible working** was available (EOC, 2007)

WLB Policies Improve Health and Well Being

- Virtually all of the 600 senior HR executives surveyed by *Personnel Today'* and health benefits provider HAS think that **failure to manage stress** effectively is the **number one threat to the future health of their employees.**

- More than **one-third (36%)** of employers predicted that the **health** of UK workers would **decline in the next five to 1 - years**". Source: "HR fears for employee health as work stress grips the nation", personnelltoday.com, 12th September 2006 http://www.personneltoday.com/Articles/2006/09/12/37133/hr-fears-for-employee-health-as-work-stress-grips-nation.html

- More than **eight out of 10 women and men** working **full time** would like to spend more **time with their family**

- Only **8%** of full-time employees say they **never or hardly ever** find their work **stressful- half the level reported in 1989.**

- Even among **women** working **part time**, just a quarter say they experience little or **no stress, down from more than one-third in 1989.** " 'Double whammy' of hours and stress rules out more time with the family', The Guardian online edition, Wednesday 24th January 2007 http://www.guardian.co.uk/britain/article/0,,1997395,00.html

- Wales is one of the **most stressed** out parts of the UK, according to the research which was commissioned by the Samaritans.(Stressed Out, 2007). Around **70%** of those who took part in the UK- wide research say **stress is making them feel irritable.** Up to **40%** said they feel **more stressed now than they did five years ago. Women are stressed more often than men, and 55% report these symptoms more than once a month, compared to 40% of men.** http://icwales.icnetwork.co.uk/0100news/0200wales/tm_headline=so-stressed--we-can-t-eat-or-sleep-&method=full&objectid=18558181&siteid=50082-name_page.html

Challenges to achieving work life balance

Employers do not adequately communicate the WLB message

- **Three quarters** of workers are **unaware** of their **legal right** to work flexibly, Source: "I in 2 UK employees fear flexible working will sideline career", www.onrec.com, Thursday 7th December 2006 http://www.onrec.com/newsstories/14493.asp

- **60%** of people surveyed had **not seen any information** about jobs where flexible working practices were available (EOC, 2007)

- **Three out of four** of those questioned by motheratwork (motheratwork.co.uk) said they were **not aware of the right to ask for flexible working arrangements or did not understand the legislation"**. Working parents 'face hostility'", Guardian online edition, Thursday 1st February 2007 http://www.guardian.co.uk/uklatest/story/0,,-6384806,00.html

Inappropriate WLB arrangements

- Union members also reported that available work-life balance options were **inappropriate** to them. Members expressed a strong preference for **time off to care** for people other than children **(71%). But fewer than half of workplaces offer this options.**

- **8 out of 10** employers offer **job sharing**, but just **37%** of members say this is useful to them. (Unison and Work Foundation, 2006)

- Cranet (Cranfield Network Survey of Comparative human resource management (HRM) found that only **48% of UK organisations offer flexitime** to their employees compared to **90% in Germany, 94%** in **Sweden** and **92%** in **Finland**, and just **20%** offer **tele-working** compared to **44%** in **Germany** and **Sweden**, **40%** in **Norway** and **39%** in **Denmark**. (Source: "UK lags behind with flexible working offerings", Cranfield School of Management pr, 6th July 2006 http://www.som.cranfield.ac.uk/som/news/story.asp?id=309)

WLB policies are not provided at a senior level

- **Two third of managers take their BlackBerry, palmtap or laptop with them on holiday. (89%)** of senior-level professionals think that **mobile technology** makes **working life more convenient** and **83%** said it makes them use their time more productively. About **12%** of managers said that checking work e-mails on holiday provided a welcome break from the family".

Source: Chwarae Teg – Work life Balance Factsheet – Statistics, 2008. This document can be reproduced as long as the source is cited

(Source: "UK managers cannot switch off from work", personneltoday.com, 29th August 2006 http://www.personneltoday.com/Articles/2006/08/29/36976/UK+managers+cannot+switch+off+from+work.html)

Pressure of Resources and Personal Concern

- A total of **30%** said their career had been **damaged** by caring responsibilities (Unison and Work Foundation, 2006)

Corporate Culture

- A **third** of workers don't get home from the office until at **least 8pm**. Research suggests **four in 10 people** invested **more time and effort in work relationships than in personal ones** (Source: "Millions of office workers now don't get home until at least 8pm", The Metro, Wednesday 22nd November 2006 http://www.metro.co.uk/news/article.html?in_article_id=26245&in_page_id=34

- Only **one in 10 of CIPD members** think the new work and families **act will help their business**- even though they liked flexible working and say it has done all the things it promised by building loyalty and helping retain key employees. (Source: "Family distractions", guardian.co.uk, Monday 27th November 2006 http://commentisfree.guardian.co.uk/anne_perkins/2006/11/post_701.html)

- There is evidence of the difficulties of working flexibly. (Unison and Work Foundation, 2006)In an organisation, one member said that there was an unwritten policy that employees who worked longer shifts (12 hours) were eligible for **career progression**, but those who did 8 hour **shifts to fit around family commitments were not.** flexibility was only available to a chosen few.

- A **quarter** of workers regard **flexible working** as a **taboo** subject and **fewer than half** of those surveyed have any flexible working policy in their company. Only **8%** believe that there are **no restrictions to working flexibly**. Source: "I in 2 UK employees fear flexible working will sideline career", www.onrec.com, Thursday 7th December 2006 http://www.onrec.com/newsstories/14493.asp

- Employees who do **unpaid overtime** in Wales put in an average of **7 hours 6 minutes for free each week**

- If we were paid for this they would take home an **extra £81.22 a week**, which works out at £4,224 lost pay a year

- Across Wales people did **£723 million worth of unpaid overtime in 2005** .

- Wales has had the sharpest fall in the proportion of the workforce who do unpaid overtime at **2.7%** and the length of the unpaid overtime- **42 minutes**- that they do. Source: TUC Press Release, 2nd January 2006 http://www.tuc.org.uk/work_life/tuc-12811-f0.cfm

- One in 10 said they experienced hostility or resentment from colleagues, with 7% claiming to have been **overlooked for promotion** (Mothers at Work survey). Source: "Working parents 'face hostility'", Guardian online edition, Thursday 1st February 2007 http://www.guardian.co.uk/uklatest/story/0,,-6384806,00.html

Lack of Technology

- **Over half** surveyed suggest that their companies **aren't willing to provide the technology they need to work flexibly** (BlackBerrys, PDAs, laptops or broadband at home). Source: "I in 2 UK employees fear flexible working will sideline career", www.onrec.com, Thursday 7th December 2006 http://www.onrec.com/newsstories/14493.asp