

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

### Work industry

**Base: SML decision makers**

	500	351	149	10	50	121	133	185	461	39
Manufacturing	13%	15%	6%	10%	8%	12%	14%	13%	13%	3%
Construction	11%	11%	11%	-	14%	8%	8%	14%	11%	10%
Retail	10%	10%	11%	20%	4%	12%	11%	10%	9%	28%
Financial services	11%	12%	8%	-	12%	7%	14%	11%	11%	5%
Hospitality and leisure	7%	5%	11%	-	16%	2%	8%	6%	7%	8%
Accountancy	1%	1%	2%	-	-	2%	1%	1%	1%	-
Legal	8%	7%	9%	10%	6%	11%	9%	5%	8%	-
IT & telecoms	10%	13%	3%	20%	6%	15%	12%	6%	10%	8%
Media/ marketing/ advertising/ PR & sales	12%	11%	14%	10%	12%	13%	7%	16%	12%	18%
Medical & health services	1%	1%	3%	-	2%	-	2%	2%	1%	3%
Education	2%	1%	5%	10%	2%	2%	3%	2%	2%	3%
Transportation & distribution	3%	3%	3%	10%	2%	1%	3%	5%	3%	3%
Real estate	1%	2%	1%	-	4%	-	1%	2%	1%	5%
Other	10%	8%	13%	10%	12%	15%	8%	7%	10%	8%
Not applicable	-	-	-	-	-	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

### Work industry

Base: SML decision makers

	500	99	59	55	99	144	19	25	63	53	52	53
Manufacturing	13%	24%	14%	15%	7%	10%	5%	-	100%	-	-	-
Construction	11%	9%	15%	20%	2%	10%	-	28%	-	100%	-	-
Retail	10%	10%	-	9%	14%	13%	5%	12%	-	-	100%	-
Financial services	11%	3%	17%	7%	11%	13%	26%	4%	-	-	-	100%
Hospitality and leisure	7%	5%	10%	2%	7%	4%	26%	12%	-	-	-	-
Accountancy	1%	1%	2%	2%	2%	-	-	-	-	-	-	-
Legal	8%	12%	7%	5%	12%	3%	11%	4%	-	-	-	-
IT & telecoms	10%	9%	14%	9%	8%	13%	5%	8%	-	-	-	-
Media/ marketing/ advertising/ PR & sales	12%	6%	5%	13%	21%	14%	11%	8%	-	-	-	-
Medical & health services	1%	2%	2%	2%	1%	1%	-	-	-	-	-	-
Education	2%	2%	5%	4%	1%	1%	5%	4%	-	-	-	-
Transportation & distribution	3%	1%	2%	7%	-	5%	5%	8%	-	-	-	-
Real estate	1%	-	-	-	4%	1%	-	4%	-	-	-	-
Other	10%	15%	8%	5%	9%	10%	-	8%	-	-	-	-
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-

**YouGov Survey Results**

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

	Total	Work Industry									
	Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other
<b>Work industry</b>											
<b>Base: SML decision makers</b>	500	33	5	39	51	61	6	12	16	7	49
Manufacturing	13%	-	-	-	-	-	-	-	-	-	-
Construction	11%	-	-	-	-	-	-	-	-	-	-
Retail	10%	-	-	-	-	-	-	-	-	-	-
Financial services	11%	-	-	-	-	-	-	-	-	-	-
Hospitality and leisure	7%	100%	-	-	-	-	-	-	-	-	-
Accountancy	1%	-	100%	-	-	-	-	-	-	-	-
Legal	8%	-	-	100%	-	-	-	-	-	-	-
IT & telecoms	10%	-	-	-	100%	-	-	-	-	-	-
Media/ marketing/ advertising/ PR & sales	12%	-	-	-	-	100%	-	-	-	-	-
Medical & health services	1%	-	-	-	-	-	100%	-	-	-	-
Education	2%	-	-	-	-	-	-	100%	-	-	-
Transportation & distribution	3%	-	-	-	-	-	-	-	100%	-	-
Real estate	1%	-	-	-	-	-	-	-	-	100%	-
Other	10%	-	-	-	-	-	-	-	-	-	100%
Not applicable	-	-	-	-	-	-	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

### Work industry

	500	12	24	26	11	24	26	25	44	23	38	45
<b>Base: SML decision makers</b>	500	12	24	26	11	24	26	25	44	23	38	45
Manufacturing	13%	-	-	-	9%	8%	19%	-	9%	22%	26%	20%
Construction	11%	8%	17%	8%	9%	8%	15%	20%	16%	13%	5%	9%
Retail	10%	25%	21%	23%	9%	4%	-	8%	9%	-	8%	11%
Financial services	11%	8%	4%	4%	18%	25%	8%	4%	14%	13%	5%	9%
Hospitality and leisure	7%	8%	-	15%	27%	17%	8%	20%	2%	4%	5%	9%
Accountancy	1%	-	-	-	-	4%	-	-	-	-	-	2%
Legal	8%	17%	8%	15%	9%	-	8%	8%	5%	13%	16%	2%
IT & telecoms	10%	-	4%	4%	-	4%	15%	-	9%	4%	13%	9%
Media/ marketing/ advertising/ PR & sales	12%	17%	33%	8%	9%	17%	15%	20%	9%	13%	8%	13%
Medical & health services	1%	-	-	4%	-	-	-	-	2%	-	3%	2%
Education	2%	-	4%	4%	-	4%	4%	12%	7%	-	-	-
Transportation & distribution	3%	-	-	4%	-	-	-	-	2%	9%	3%	7%
Real estate	1%	8%	4%	4%	-	4%	-	-	-	-	-	-
Other	10%	8%	4%	8%	9%	4%	8%	8%	16%	9%	8%	7%
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

### Work industry

Base: SML decision makers

	500	26	17	8	16	8	11	2	5	34	26	49
Manufacturing	13%	15%	29%	25%	13%	13%	18%	-	40%	12%	4%	8%
Construction	11%	15%	6%	-	6%	13%	-	-	-	6%	8%	14%
Retail	10%	8%	6%	-	13%	13%	18%	-	40%	9%	12%	12%
Financial services	11%	8%	24%	38%	13%	25%	18%	-	-	21%	4%	2%
Hospitality and leisure	7%	-	6%	-	-	-	-	-	-	-	4%	8%
Accountancy	1%	-	-	-	6%	-	-	-	-	3%	-	2%
Legal	8%	8%	-	38%	13%	-	-	-	-	-	15%	6%
IT & telecoms	10%	23%	18%	-	19%	-	18%	50%	-	15%	12%	14%
Media/ marketing/ advertising/ PR & sales	12%	4%	-	-	-	25%	18%	50%	20%	6%	12%	14%
Medical & health services	1%	-	-	-	-	-	-	-	-	-	4%	2%
Education	2%	-	-	-	-	-	-	-	-	-	4%	2%
Transportation & distribution	3%	4%	6%	-	6%	13%	-	-	-	6%	4%	2%
Real estate	1%	4%	-	-	-	-	-	-	-	3%	-	2%
Other	10%	12%	6%	-	13%	-	9%	-	-	21%	19%	10%
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

### Work industry

	500	266	112	95	96
<b>Base: SML decision makers</b>					
Manufacturing	13%	10%	21%	13%	19%
Construction	11%	14%	6%	8%	16%
Retail	10%	11%	8%	9%	10%
Financial services	11%	8%	10%	18%	11%
Hospitality and leisure	7%	8%	7%	2%	7%
Accountancy	1%	1%	-	3%	-
Legal	8%	7%	10%	7%	6%
IT & telecoms	10%	9%	14%	11%	6%
Media/ marketing/ advertising/ PR & sales	12%	15%	8%	9%	10%
Medical & health services	1%	2%	1%	1%	1%
Education	2%	3%	2%	-	1%
Transportation & distribution	3%	2%	4%	4%	5%
Real estate	1%	2%	1%	-	-
Other	10%	9%	8%	14%	6%
Not applicable	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

### Work industry

	500	85	280	18	48
<b>Base: SML decision makers</b>					
Manufacturing	13%	12%	15%	17%	17%
Construction	11%	5%	13%	22%	6%
Retail	10%	6%	9%	-	15%
Financial services	11%	18%	9%	11%	15%
Hospitality and leisure	7%	-	6%	6%	2%
Accountancy	1%	-	1%	-	4%
Legal	8%	11%	8%	6%	4%
IT & telecoms	10%	15%	8%	33%	13%
Media/ marketing/ advertising/ PR & sales	12%	14%	10%	-	15%
Medical & health services	1%	1%	2%	-	-
Education	2%	1%	3%	-	-
Transportation & distribution	3%	2%	4%	-	4%
Real estate	1%	-	1%	-	-
Other	10%	15%	11%	6%	6%
Not applicable	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

### Company annual turnover

	500	351	149	10	50	121	133	185	461	39
<b>Base: SML decision makers</b>										
First year of trading	2%	2%	3%	10%	6%	1%	2%	3%	2%	8%
Less than £24,999	5%	4%	7%	-	6%	2%	5%	6%	4%	18%
£25,000 to £49,999	5%	4%	8%	40%	8%	2%	5%	5%	4%	18%
£50,000 to £99,999	2%	2%	3%	-	2%	1%	1%	4%	2%	5%
£100,000 to £249,999	5%	5%	5%	-	4%	1%	3%	9%	5%	3%
£250,000 to £499,999	5%	5%	5%	10%	6%	5%	5%	5%	5%	8%
£500,000 to £999,999	5%	5%	5%	10%	6%	2%	4%	7%	5%	-
£1 million to £1.9 million	9%	9%	7%	-	8%	10%	9%	9%	9%	5%
£2 million to £2.9 million	5%	5%	5%	-	4%	3%	5%	6%	5%	-
£3 million to £4.9 million	8%	8%	7%	10%	8%	7%	8%	8%	8%	3%
£5 million to £9.9 million	9%	10%	6%	-	8%	9%	10%	9%	10%	-
£10 million to £19.9 million	5%	5%	5%	-	8%	6%	7%	3%	6%	-
£20 million to £34.9 million	3%	4%	2%	-	8%	4%	3%	2%	4%	-
£35 million to £49.9 million	2%	2%	1%	-	2%	2%	2%	1%	2%	-
£50 million to £99.9 million	3%	4%	2%	-	4%	4%	3%	3%	3%	-
£100 million to £249.9 million	2%	2%	1%	-	-	2%	1%	2%	2%	-
£250 million to £499.9 million	2%	3%	1%	-	2%	3%	2%	2%	2%	-
£500 million to £749.9 million	0%	1%	-	-	2%	1%	-	-	0%	-
£750 million to £999.9 million	1%	1%	1%	-	-	2%	-	2%	1%	-
£1 billion or more	7%	7%	5%	-	2%	15%	8%	2%	7%	3%
Don't know	5%	3%	10%	20%	-	7%	8%	3%	5%	8%
Not applicable	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	10%	9%	11%	-	6%	8%	12%	11%	9%	23%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

### Company annual turnover

Base: SML decision makers	500	99	59	55	99	144	19	25	63	53	52	53
First year of trading	2%	3%	-	2%	2%	2%	11%	4%	-	2%	6%	2%
Less than £24,999	5%	5%	2%	7%	3%	6%	11%	-	-	8%	10%	2%
£25,000 to £49,999	5%	7%	2%	5%	6%	3%	5%	12%	-	4%	12%	2%
£50,000 to £99,999	2%	4%	2%	2%	3%	1%	-	4%	2%	2%	2%	4%
£100,000 to £249,999	5%	5%	5%	2%	6%	5%	5%	4%	3%	4%	2%	11%
£250,000 to £499,999	5%	6%	12%	-	1%	7%	-	8%	8%	8%	-	4%
£500,000 to £999,999	5%	5%	3%	4%	2%	7%	11%	8%	-	9%	4%	2%
£1 million to £1.9 million	9%	5%	20%	7%	8%	8%	5%	12%	6%	13%	8%	11%
£2 million to £2.9 million	5%	4%	5%	9%	3%	3%	21%	-	8%	6%	-	6%
£3 million to £4.9 million	8%	10%	7%	7%	7%	8%	5%	-	16%	4%	6%	4%
£5 million to £9.9 million	9%	13%	7%	7%	7%	10%	5%	8%	14%	8%	10%	8%
£10 million to £19.9 million	5%	3%	3%	7%	10%	4%	5%	-	6%	8%	4%	4%
£20 million to £34.9 million	3%	2%	7%	4%	3%	3%	-	4%	8%	2%	2%	8%
£35 million to £49.9 million	2%	1%	-	2%	2%	2%	-	4%	3%	-	-	6%
£50 million to £99.9 million	3%	1%	8%	2%	5%	2%	-	4%	3%	2%	4%	4%
£100 million to £249.9 million	2%	1%	2%	4%	2%	1%	-	4%	2%	2%	2%	4%
£250 million to £499.9 million	2%	2%	5%	-	3%	2%	-	-	3%	-	4%	4%
£500 million to £749.9 million	0%	-	-	-	1%	1%	-	-	-	-	-	-
£750 million to £999.9 million	1%	1%	-	2%	1%	1%	-	-	3%	-	4%	-
£1 billion or more	7%	4%	3%	7%	6%	8%	11%	16%	6%	4%	6%	13%
Don't know	5%	8%	5%	5%	5%	3%	5%	4%	2%	4%	6%	2%
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	10%	9%	2%	15%	13%	12%	-	4%	6%	13%	12%	2%

**YouGov Survey Results**

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

**Company annual turnover**

Base: SML decision makers	500	33	5	39	51	61	6	12	16	7	49
First year of trading	2%	3%	-	5%	-	3%	-	-	-	14%	2%
Less than £24,999	5%	-	-	5%	2%	13%	-	8%	-	14%	2%
£25,000 to £49,999	5%	12%	-	10%	2%	3%	17%	8%	6%	14%	4%
£50,000 to £99,999	2%	9%	-	3%	-	2%	-	-	-	-	2%
£100,000 to £249,999	5%	12%	20%	-	2%	7%	-	8%	-	14%	2%
£250,000 to £499,999	5%	6%	-	5%	8%	7%	-	8%	-	-	4%
£500,000 to £999,999	5%	15%	-	5%	-	8%	-	25%	-	-	4%
£1 million to £1.9 million	9%	3%	-	5%	8%	7%	17%	25%	6%	-	14%
£2 million to £2.9 million	5%	3%	-	8%	2%	5%	-	-	13%	-	4%
£3 million to £4.9 million	8%	6%	-	15%	10%	5%	17%	-	6%	-	6%
£5 million to £9.9 million	9%	12%	20%	3%	8%	10%	17%	-	19%	-	6%
£10 million to £19.9 million	5%	-	-	5%	12%	2%	-	-	6%	14%	6%
£20 million to £34.9 million	3%	3%	-	-	6%	-	-	-	6%	-	2%
£35 million to £49.9 million	2%	-	-	8%	-	-	-	-	-	-	-
£50 million to £99.9 million	3%	-	20%	5%	6%	-	-	-	6%	-	4%
£100 million to £249.9 million	2%	-	-	-	-	3%	-	-	6%	-	-
£250 million to £499.9 million	2%	-	-	-	4%	3%	-	-	-	-	2%
£500 million to £749.9 million	0%	-	-	-	2%	2%	-	-	-	-	-
£750 million to £999.9 million	1%	-	-	-	-	2%	-	-	-	-	-
£1 billion or more	7%	-	20%	-	10%	3%	-	-	13%	14%	14%
Don't know	5%	3%	-	10%	6%	5%	17%	8%	6%	-	10%
Not applicable	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	10%	12%	20%	8%	14%	11%	17%	8%	6%	14%	10%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

### Company annual turnover

Base: SML decision makers	500	12	24	26	11	24	26	25	44	23	38	45
First year of trading	2%	100%	-	-	-	-	-	-	-	-	-	-
Less than £24,999	5%	-	100%	-	-	-	-	-	-	-	-	-
£25,000 to £49,999	5%	-	-	100%	-	-	-	-	-	-	-	-
£50,000 to £99,999	2%	-	-	-	100%	-	-	-	-	-	-	-
£100,000 to £249,999	5%	-	-	-	-	100%	-	-	-	-	-	-
£250,000 to £499,999	5%	-	-	-	-	-	100%	-	-	-	-	-
£500,000 to £999,999	5%	-	-	-	-	-	-	100%	-	-	-	-
£1 million to £1.9 million	9%	-	-	-	-	-	-	-	100%	-	-	-
£2 million to £2.9 million	5%	-	-	-	-	-	-	-	-	100%	-	-
£3 million to £4.9 million	8%	-	-	-	-	-	-	-	-	-	100%	-
£5 million to £9.9 million	9%	-	-	-	-	-	-	-	-	-	-	100%
£10 million to £19.9 million	5%	-	-	-	-	-	-	-	-	-	-	-
£20 million to £34.9 million	3%	-	-	-	-	-	-	-	-	-	-	-
£35 million to £49.9 million	2%	-	-	-	-	-	-	-	-	-	-	-
£50 million to £99.9 million	3%	-	-	-	-	-	-	-	-	-	-	-
£100 million to £249.9 million	2%	-	-	-	-	-	-	-	-	-	-	-
£250 million to £499.9 million	2%	-	-	-	-	-	-	-	-	-	-	-
£500 million to £749.9 million	0%	-	-	-	-	-	-	-	-	-	-	-
£750 million to £999.9 million	1%	-	-	-	-	-	-	-	-	-	-	-
£1 billion or more	7%	-	-	-	-	-	-	-	-	-	-	-
Don't know	5%	-	-	-	-	-	-	-	-	-	-	-
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	10%	-	-	-	-	-	-	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

### Company annual turnover

Base: SML decision makers	500	26	17	8	16	8	11	2	5	34	26	49
First year of trading	2%	-	-	-	-	-	-	-	-	-	-	-
Less than £24,999	5%	-	-	-	-	-	-	-	-	-	-	-
£25,000 to £49,999	5%	-	-	-	-	-	-	-	-	-	-	-
£50,000 to £99,999	2%	-	-	-	-	-	-	-	-	-	-	-
£100,000 to £249,999	5%	-	-	-	-	-	-	-	-	-	-	-
£250,000 to £499,999	5%	-	-	-	-	-	-	-	-	-	-	-
£500,000 to £999,999	5%	-	-	-	-	-	-	-	-	-	-	-
£1 million to £1.9 million	9%	-	-	-	-	-	-	-	-	-	-	-
£2 million to £2.9 million	5%	-	-	-	-	-	-	-	-	-	-	-
£3 million to £4.9 million	8%	-	-	-	-	-	-	-	-	-	-	-
£5 million to £9.9 million	9%	-	-	-	-	-	-	-	-	-	-	-
£10 million to £19.9 million	5%	100%	-	-	-	-	-	-	-	-	-	-
£20 million to £34.9 million	3%	-	100%	-	-	-	-	-	-	-	-	-
£35 million to £49.9 million	2%	-	-	100%	-	-	-	-	-	-	-	-
£50 million to £99.9 million	3%	-	-	-	100%	-	-	-	-	-	-	-
£100 million to £249.9 million	2%	-	-	-	-	100%	-	-	-	-	-	-
£250 million to £499.9 million	2%	-	-	-	-	-	100%	-	-	-	-	-
£500 million to £749.9 million	0%	-	-	-	-	-	-	100%	-	-	-	-
£750 million to £999.9 million	1%	-	-	-	-	-	-	-	100%	-	-	-
£1 billion or more	7%	-	-	-	-	-	-	-	-	100%	-	-
Don't know	5%	-	-	-	-	-	-	-	-	-	100%	-
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	10%	-	-	-	-	-	-	-	-	-	-	100%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	Not applicable - We don't have any official flexible working policies implemented

### Company annual turnover

Base: SML decision makers	500	266	112	95	96
First year of trading	2%	3%	1%	-	2%
Less than £24,999	5%	8%	-	1%	3%
£25,000 to £49,999	5%	6%	1%	3%	2%
£50,000 to £99,999	2%	4%	1%	-	1%
£100,000 to £249,999	5%	8%	-	-	2%
£250,000 to £499,999	5%	8%	2%	1%	5%
£500,000 to £999,999	5%	9%	1%	1%	4%
£1 million to £1.9 million	9%	14%	3%	1%	13%
£2 million to £2.9 million	5%	4%	10%	1%	5%
£3 million to £4.9 million	8%	5%	19%	2%	10%
£5 million to £9.9 million	9%	6%	23%	2%	15%
£10 million to £19.9 million	5%	3%	9%	6%	5%
£20 million to £34.9 million	3%	1%	5%	8%	3%
£35 million to £49.9 million	2%	-	4%	4%	1%
£50 million to £99.9 million	3%	1%	4%	9%	3%
£100 million to £249.9 million	2%	-	-	8%	-
£250 million to £499.9 million	2%	0%	4%	6%	4%
£500 million to £749.9 million	0%	-	-	2%	-
£750 million to £999.9 million	1%	0%	-	4%	2%
£1 billion or more	7%	0%	2%	32%	2%
Don't know	5%	5%	6%	2%	7%
Not applicable	-	-	-	-	-
Prefer not to answer	10%	13%	6%	4%	9%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

### Company annual turnover

	500	85	280	18	48
<b>Base: SML decision makers</b>					
First year of trading	2%	1%	2%	-	-
Less than £24,999	5%	-	4%	-	2%
£25,000 to £49,999	5%	-	4%	-	6%
£50,000 to £99,999	2%	-	3%	6%	-
£100,000 to £249,999	5%	5%	4%	-	4%
£250,000 to £499,999	5%	2%	7%	6%	-
£500,000 to £999,999	5%	5%	6%	-	2%
£1 million to £1.9 million	9%	8%	11%	-	-
£2 million to £2.9 million	5%	4%	6%	6%	2%
£3 million to £4.9 million	8%	11%	10%	-	2%
£5 million to £9.9 million	9%	11%	12%	6%	4%
£10 million to £19.9 million	5%	9%	5%	11%	2%
£20 million to £34.9 million	3%	5%	2%	22%	6%
£35 million to £49.9 million	2%	4%	1%	-	2%
£50 million to £99.9 million	3%	5%	3%	11%	2%
£100 million to £249.9 million	2%	5%	1%	-	-
£250 million to £499.9 million	2%	2%	2%	6%	6%
£500 million to £749.9 million	0%	1%	0%	-	-
£750 million to £999.9 million	1%	1%	0%	6%	4%
£1 billion or more	7%	12%	3%	11%	27%
Don't know	5%	5%	5%	-	10%
Not applicable	-	-	-	-	-
Prefer not to answer	10%	6%	8%	11%	17%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	351	149	10	50	121	133	185	461	39
Yes, we do	86%	88%	83%	60%	80%	93%	89%	82%	90%	46%
No, we don't	14%	12%	17%	40%	20%	7%	11%	18%	10%	54%

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	308	123	6	40	113	119	152	413	18
I think we could reduce the number of desks by 20%	20%	20%	20%	-	25%	26%	18%	16%	21%	-
I don't think we lose any desks at all	65%	65%	65%	83%	65%	50%	66%	76%	64%	83%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	4%	4%	-	-	6%	4%	3%	4%	6%
Don't know	11%	11%	11%	17%	10%	19%	12%	5%	11%	11%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
Base	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	99	59	55	99	144	19	25	63	53	52	53
Yes, we do	86%	87%	90%	85%	87%	87%	68%	84%	98%	89%	73%	92%
No, we don't	14%	13%	10%	15%	13%	13%	32%	16%	2%	11%	27%	8%

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	86	53	47	86	125	13	21	62	47	38	49
I think we could reduce the number of desks by 20%	20%	19%	23%	26%	16%	21%	23%	10%	16%	9%	13%	31%
I don't think we lose any desks at all	65%	69%	60%	57%	67%	64%	69%	71%	66%	77%	68%	51%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	3%	6%	6%	2%	4%	8%	5%	5%	9%	-	4%
Don't know	11%	9%	11%	11%	14%	11%	-	14%	13%	6%	18%	14%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	33	5	39	51	61	6	12	16	7	49
Yes, we do	86%	61%	100%	87%	94%	77%	100%	67%	100%	57%	96%
No, we don't	14%	39%	-	13%	6%	23%	-	33%	-	43%	4%

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	20	5	34	48	47	6	8	16	4	47
I think we could reduce the number of desks by 20%	20%	-	-	26%	27%	26%	17%	13%	13%	-	28%
I don't think we lose any desks at all	65%	90%	60%	65%	48%	60%	83%	88%	75%	100%	64%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	5%	-	3%	13%	-	-	-	-	-	2%
Don't know	11%	5%	40%	6%	13%	15%	-	-	13%	-	6%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	12	24	26	11	24	26	25	44	23	38	45
Yes, we do	86%	50%	46%	58%	73%	67%	85%	84%	89%	100%	97%	100%
No, we don't	14%	50%	54%	42%	27%	33%	15%	16%	11%	-	3%	-

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	6	11	15	8	16	22	21	39	23	37	45
I think we could reduce the number of desks by	20%	17%	-	-	-	25%	9%	19%	18%	13%	24%	20%
I don't think we lose any desks at all	65%	83%	91%	80%	88%	63%	86%	76%	82%	78%	73%	73%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	-	-	-	13%	-	5%	-	-	4%	-	2%
Don't know	11%	-	9%	20%	-	13%	-	5%	-	4%	3%	4%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	26	17	8	16	8	11	2	5	34	26	49
Yes, we do	86%	100%	100%	100%	100%	100%	100%	100%	100%	97%	92%	78%
No, we don't	14%	-	-	-	-	-	-	-	-	3%	8%	22%

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	26	17	8	16	8	11	2	5	33	24	38
I think we could reduce the number of desks by 20%	20%	31%	24%	38%	25%	50%	18%	50%	20%	30%	17%	13%
I don't think we lose any desks at all	65%	58%	35%	50%	56%	50%	45%	50%	20%	24%	63%	61%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	8%	24%	-	13%	-	9%	-	20%	6%	-	5%
Don't know	11%	4%	18%	13%	6%	-	27%	-	40%	39%	21%	21%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

Q2 Does your company have an office/ use any office space?

Base: SML decision makers	500	266	112	95	96
Yes, we do	86%	79%	96%	100%	100%
No, we don't	14%	21%	4%	-	-

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

Base: SML decision makers whose company has an office/ uses any office space	431	211	108	95	96
I think we could reduce the number of desks by 20%	13%	21%	34%	11%	
I don't think we lose any desks at all	65%	78%	65%	37%	79%
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	3%	3%	8%	-
Don't know	11%	6%	11%	21%	9%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

Q2 Does your company have an office/ use any office space?

<b>Base: SML decision makers</b>	500	85	280	18	48
Yes, we do	86%	100%	100%	100%	100%
No, we don't	14%	-	-	-	-

Q5 Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...

Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	85	280	18	48
I think we could reduce the number of desks by	20%	100%	-	-	-
I don't think we lose any desks at all	65%	-	100%	-	-
I don't think we could lose any more desks as, through flexible working, we've already got rid of	4%	-	-	100%	-
Don't know	11%	-	-	-	100%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

Base	500	351	149	10	50	121	133	185	461	39
None	1%	0%	1%	-	-	-	2%	1%	1%	-
1 to 25	12%	12%	12%	-	20%	13%	11%	10%	13%	-
26 to 50	2%	3%	1%	-	-	4%	2%	2%	2%	-
51 to 75	0%	0%	-	-	-	1%	-	-	0%	-
76 to 100	1%	1%	-	-	-	2%	1%	1%	1%	-
101 to 200	0%	0%	1%	-	-	2%	-	-	0%	-
More than 200	1%	1%	1%	-	-	2%	-	-	1%	-
<b>Mean</b>	<b>46.42</b>	<b>45.72</b>	<b>48.21</b>	<b>-</b>	<b>10.40</b>	<b>80.34</b>	<b>49.45</b>	<b>17.67</b>	<b>46.42</b>	<b>-</b>
Don't know	83%	83%	84%	100%	80%	76%	83%	87%	82%	100%

I don't think we could lose any more desks as,

through flexible working, we've already got rid of:

[SEE OE\\_8](#)

Base	500	351	149	10	50	121	133	185	461	39
None	0%	1%	-	-	-	1%	1%	-	0%	-
1 to 25	3%	3%	3%	-	-	3%	3%	3%	3%	3%
26 to 50	-	-	-	-	-	-	-	-	-	-
51 to 75	-	-	-	-	-	-	-	-	-	-
76 to 100	0%	-	1%	-	-	1%	-	-	0%	-
101 to 200	0%	0%	-	-	-	1%	-	-	0%	-
More than 200	-	-	-	-	-	-	-	-	-	-
Don't know	96%	96%	97%	100%	100%	94%	96%	97%	96%	97%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

	500	99	59	55	99	144	19	25	63	53	52	53
Base	500	99	59	55	99	144	19	25	63	53	52	53
None	1%	-	2%	2%	-	1%	-	-	-	-	-	2%
1 to 25	12%	11%	12%	15%	12%	13%	11%	-	16%	6%	6%	17%
26 to 50	2%	1%	-	4%	2%	3%	-	8%	-	2%	4%	-
51 to 75	0%	1%	-	-	-	-	-	-	-	-	-	-
76 to 100	1%	-	3%	-	-	1%	5%	-	-	-	-	6%
101 to 200	0%	1%	-	2%	-	-	-	-	-	-	-	-
More than 200	1%	2%	3%	-	-	1%	-	-	-	-	-	4%
Mean	46.42	87.31	87.58	30.42	14.79	28.27	37.00	40.00	8.80	9.25	22.40	78.27
Don't know	83%	84%	80%	78%	86%	82%	84%	92%	84%	92%	90%	72%

I don't think we could lose any more desks as,

through flexible working, we've already got rid of:

[SEE OE\\_8](#)

	500	99	59	55	99	144	19	25	63	53	52	53
Base	500	99	59	55	99	144	19	25	63	53	52	53
None	0%	1%	-	-	1%	-	-	-	-	2%	-	-
1 to 25	3%	2%	5%	5%	1%	3%	-	4%	5%	6%	-	2%
26 to 50	-	-	-	-	-	-	-	-	-	-	-	-
51 to 75	-	-	-	-	-	-	-	-	-	-	-	-
76 to 100	0%	-	-	-	-	-	5%	-	-	-	-	2%
101 to 200	0%	-	-	-	-	1%	-	-	-	-	-	-
More than 200	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	96%	97%	95%	95%	98%	97%	95%	96%	95%	92%	100%	96%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

	500	33	5	39	51	61	6	12	16	7	49
None	1%	-	-	-	-	2%	-	-	6%	-	-
1 to 25	12%	-	-	21%	18%	10%	17%	8%	6%	-	16%
26 to 50	2%	-	-	3%	4%	5%	-	-	-	-	4%
51 to 75	0%	-	-	-	2%	-	-	-	-	-	-
76 to 100	1%	-	-	-	-	-	-	-	-	-	2%
101 to 200	0%	-	-	-	-	2%	-	-	-	-	2%
More than 200	1%	-	-	-	2%	2%	-	-	-	-	2%
<b>Mean</b>	<b>46.42</b>	<b>-</b>	<b>-</b>	<b>17.22</b>	<b>57.38</b>	<b>56.75</b>	<b>1.00</b>	<b>5.00</b>	<b>3.00</b>	<b>-</b>	<b>72.38</b>
Don't know	83%	100%	100%	77%	75%	80%	83%	92%	88%	100%	73%

I don't think we could lose any more desks as, through flexible working, we've already got rid of:

[SEE OE\\_8](#)

	500	33	5	39	51	61	6	12	16	7	49
None	0%	-	-	-	2%	-	-	-	-	-	-
1 to 25	3%	3%	-	3%	8%	-	-	-	-	-	2%
26 to 50	-	-	-	-	-	-	-	-	-	-	-
51 to 75	-	-	-	-	-	-	-	-	-	-	-
76 to 100	0%	-	-	-	-	-	-	-	-	-	-
101 to 200	0%	-	-	-	2%	-	-	-	-	-	-
More than 200	-	-	-	-	-	-	-	-	-	-	-
Don't know	96%	97%	100%	97%	88%	100%	100%	100%	100%	100%	98%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

	500	12	24	26	11	24	26	25	44	23	38	45
Base	500	12	24	26	11	24	26	25	44	23	38	45
None	1%	-	-	-	-	-	-	-	-	4%	3%	-
1 to 25	12%	8%	-	-	-	13%	4%	16%	16%	9%	18%	16%
26 to 50	2%	-	-	-	-	-	4%	-	-	-	-	4%
51 to 75	0%	-	-	-	-	4%	-	-	-	-	-	-
76 to 100	1%	-	-	-	-	-	-	-	-	-	3%	-
101 to 200	0%	-	-	-	-	-	-	-	-	-	-	-
More than 200	1%	-	-	-	-	-	-	-	-	-	-	-
Mean	46.42	7.00	-	-	-	19.00	27.50	3.75	3.43	6.67	18.78	15.22
Don't know	83%	92%	100%	100%	100%	83%	92%	84%	84%	87%	76%	80%

I don't think we could lose any more desks as, through flexible working, we've already got rid of:

[SEE OE\\_8](#)

	500	12	24	26	11	24	26	25	44	23	38	45
Base	500	12	24	26	11	24	26	25	44	23	38	45
None	0%	-	-	-	-	-	-	-	-	-	-	-
1 to 25	3%	-	-	-	9%	-	4%	-	-	4%	-	2%
26 to 50	-	-	-	-	-	-	-	-	-	-	-	-
51 to 75	-	-	-	-	-	-	-	-	-	-	-	-
76 to 100	0%	-	-	-	-	-	-	-	-	-	-	-
101 to 200	0%	-	-	-	-	-	-	-	-	-	-	-
More than 200	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	96%	100%	100%	100%	91%	100%	96%	100%	100%	96%	100%	98%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

Base	500	26	17	8	16	8	11	2	5	34	26	49
None	1%	-	-	-	-	-	-	-	-	-	-	2%
1 to 25	12%	31%	18%	25%	25%	-	9%	-	-	9%	8%	8%
26 to 50	2%	-	-	13%	-	25%	-	50%	20%	3%	8%	-
51 to 75	0%	-	-	-	-	-	-	-	-	-	-	-
76 to 100	1%	-	-	-	-	-	9%	-	-	6%	-	-
101 to 200	0%	-	-	-	-	13%	-	-	-	3%	-	-
More than 200	1%	-	6%	-	-	13%	-	-	-	9%	-	-
Mean	46.42	13.75	134.50	28.33	15.00	145.00	53.50	50.00	50.00	176.20	21.00	3.40
Don't know	83%	69%	76%	63%	75%	50%	82%	50%	80%	71%	85%	90%

I don't think we could lose any more desks as,

through flexible working, we've already got rid of:

[SEE OE\\_8](#)

Base	500	26	17	8	16	8	11	2	5	34	26	49
None	0%	-	6%	-	-	-	-	-	-	3%	-	-
1 to 25	3%	8%	18%	-	13%	-	-	-	20%	-	-	4%
26 to 50	-	-	-	-	-	-	-	-	-	-	-	-
51 to 75	-	-	-	-	-	-	-	-	-	-	-	-
76 to 100	0%	-	-	-	-	-	-	-	-	3%	-	-
101 to 200	0%	-	-	-	-	-	9%	-	-	-	-	-
More than 200	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	96%	92%	76%	100%	88%	100%	91%	100%	80%	94%	100%	96%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

Base	500	266	112	95	96
None	1%	0%	1%	-	1%
1 to 25	12%	10%	18%	13%	9%
26 to 50	2%	-	2%	9%	1%
51 to 75	0%	-	-	-	-
76 to 100	1%	-	-	4%	-
101 to 200	0%	-	-	2%	-
More than 200	1%	-	-	5%	-
Mean	46.42	4.36	13.13	108.19	7.82
Don't know	83%	89%	79%	66%	89%

I don't think we could lose any more desks as, through flexible working, we've already got rid of:

[SEE OE\\_8](#)

Base	500	266	112	95	96
None	0%	0%	-	1%	-
1 to 25	3%	2%	3%	5%	-
26 to 50	-	-	-	-	-
51 to 75	-	-	-	-	-
76 to 100	0%	-	-	1%	-
101 to 200	0%	-	-	1%	-
More than 200	-	-	-	-	-
Don't know	96%	97%	97%	92%	100%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

I think we could reduce the number of desks by:

[SEE OE\\_7](#)

<b>Base</b>	500	85	280	18	48
None	1%	4%	-	-	-
1 to 25	12%	69%	-	-	-
26 to 50	2%	13%	-	-	-
51 to 75	0%	1%	-	-	-
76 to 100	1%	5%	-	-	-
101 to 200	0%	2%	-	-	-
More than 200	1%	6%	-	-	-
<b>Mean</b>	<b>46.42</b>	<b>46.42</b>	-	-	-
Don't know	83%	-	100%	100%	100%

I don't think we could lose any more desks as, through flexible working, we've already got rid of:

[SEE OE\\_8](#)

<b>Base</b>	500	85	280	18	48
None	0%	-	-	11%	-
1 to 25	3%	-	-	78%	-
26 to 50	-	-	-	-	-
51 to 75	-	-	-	-	-
76 to 100	0%	-	-	6%	-
101 to 200	0%	-	-	6%	-
More than 200	-	-	-	-	-
Don't know	96%	100%	100%	-	100%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you  
could save in a year as a direct result? (Please give  
your BEST estimate)

Base: SML decision makers whose company has an  
office/ uses any office space that think they could  
reduce the number of desks in their company  
through flexible working

	85	61	24	-	10	29	22	24	85	-
£0 - nothing	19%	8%	46%	-	30%	10%	32%	13%	19%	-
Less than £2,000	14%	16%	8%	-	20%	14%	9%	17%	14%	-
£2,000 to £4,999	11%	11%	8%	-	10%	14%	5%	13%	11%	-
£5,000 to £9,999	6%	8%	-	-	-	7%	5%	8%	6%	-
£10,000 to £19,999	7%	10%	-	-	20%	3%	5%	8%	7%	-
£20,000 to £29,999	5%	5%	4%	-	-	7%	-	8%	5%	-
£30,000 to £39,999	7%	7%	8%	-	10%	7%	9%	4%	7%	-
£40,000 and above	14%	16%	8%	-	-	17%	14%	17%	14%	-
Mean	15099.79	17139.75	9999.88	-	7833.11	17738.89	14235.15	16023.57	15099.79	-
Don't know	18%	18%	17%	-	10%	21%	23%	13%	18%	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
Base	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you  
could save in a year as a direct result? (Please give  
your BEST estimate)

Base: SML decision makers whose company has an  
office/ uses any office space that think they could  
reduce the number of desks in their company  
through flexible working

	85	16	12	12	14	26	3	2	10	4	5	15
£0 - nothing	19%	6%	25%	25%	7%	27%	33%	-	30%	50%	40%	27%
Less than £2,000	14%	25%	17%	25%	14%	4%	-	-	30%	25%	-	13%
£2,000 to £4,999	11%	13%	-	8%	21%	12%	-	-	10%	-	-	7%
£5,000 to £9,999	6%	13%	8%	8%	-	4%	-	-	-	-	20%	-
£10,000 to £19,999	7%	6%	-	8%	7%	12%	-	-	10%	-	20%	7%
£20,000 to £29,999	5%	-	-	-	7%	8%	33%	-	-	-	-	-
£30,000 to £39,999	7%	13%	8%	-	14%	4%	-	-	10%	-	-	7%
£40,000 and above	14%	19%	8%	8%	7%	15%	33%	50%	-	25%	-	13%
Mean	15099.79	16999.77	11562.38	7699.85	15499.68	15499.77	24333.17	48000.00	6277.61	12250.00	5624.75	13772.59
Don't know	18%	6%	33%	17%	21%	15%	-	50%	10%	-	20%	27%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Q6 You said that your company could lose \$SFV\_q5reduce permanent desks...

Approximately how much money do you think you could save in a year as a direct result? (Please give your BEST estimate)

Base: SML decision makers whose company has an office/ uses any office space that think they could reduce the number of desks in their company through flexible working

	85	-	-	9	13	12	1	1	2	-	13
£0 - nothing	19%	-	-	-	-	25%	-	-	50%	-	8%
Less than £2,000	14%	-	-	11%	15%	8%	-	-	-	-	15%
£2,000 to £4,999	11%	-	-	11%	23%	-	-	100%	-	-	15%
£5,000 to £9,999	6%	-	-	22%	-	-	-	-	50%	-	8%
£10,000 to £19,999	7%	-	-	11%	8%	8%	-	-	-	-	-
£20,000 to £29,999	5%	-	-	11%	15%	-	-	-	-	-	8%
£30,000 to £39,999	7%	-	-	11%	-	8%	-	-	-	-	15%
£40,000 and above	14%	-	-	11%	15%	33%	-	-	-	-	15%
Mean	15099.79	-	-	17812.12	17349.70	24299.90	-	3499.50	3749.75	-	18863.36
Don't know	18%	-	-	11%	23%	17%	100%	-	-	-	15%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you could save in a year as a direct result? (Please give your BEST estimate)

Base: SML decision makers whose company has an office/ uses any office space that think they could reduce the number of desks in their company through flexible working

	85	1	-	-	-	4	2	4	7	3	9	9
£0 - nothing	19%	-	-	-	-	75%	50%	25%	14%	33%	33%	-
Less than £2,000	14%	100%	-	-	-	-	-	-	43%	-	-	44%
£2,000 to £4,999	11%	-	-	-	-	25%	-	25%	29%	-	11%	-
£5,000 to £9,999	6%	-	-	-	-	-	-	25%	-	-	-	22%
£10,000 to £19,999	7%	-	-	-	-	-	-	25%	-	-	-	11%
£20,000 to £29,999	5%	-	-	-	-	-	-	-	-	33%	11%	-
£30,000 to £39,999	7%	-	-	-	-	-	-	-	-	33%	-	11%
£40,000 and above	14%	-	-	-	-	-	50%	-	-	-	11%	11%
Mean	15099.79	1000.00	-	-	-	874.88	24000.00	6499.62	1666.50	19999.67	12749.83	12999.78
Don't know	18%	-	-	-	-	-	-	-	14%	-	33%	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you could save in a year as a direct result? (Please give your BEST estimate)

Base: SML decision makers whose company has an office/ uses any office space that think they could reduce the number of desks in their company through flexible working

	85	8	4	3	4	4	2	1	1	10	4	5
£0 - nothing	19%	13%	-	-	-	-	-	100%	-	10%	25%	40%
Less than £2,000	14%	25%	-	-	25%	-	-	-	-	-	-	20%
£2,000 to £4,999	11%	25%	-	-	-	50%	-	-	-	10%	-	-
£5,000 to £9,999	6%	-	-	-	25%	-	-	-	100%	-	-	-
£10,000 to £19,999	7%	-	50%	33%	-	-	-	-	-	10%	-	-
£20,000 to £29,999	5%	-	-	-	50%	-	-	-	-	-	-	-
£30,000 to £39,999	7%	25%	-	-	-	-	-	-	-	20%	-	-
£40,000 and above	14%	-	-	-	-	100%	-	-	-	50%	-	-
<b>Mean</b>	<b>15099.79</b>	<b>11285.43</b>	<b>14999.50</b>	<b>14999.50</b>	<b>14624.62</b>	<b>48000.00</b>	<b>3499.50</b>	<b>-</b>	<b>7499.50</b>	<b>32849.80</b>	<b>-</b>	<b>333.33</b>
Don't know	18%	13%	50%	67%	-	-	50%	-	-	-	75%	40%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you could save in a year as a direct result? (Please give your BEST estimate)

Base: SML decision makers whose company has an office/ uses any office space that think they could reduce the number of desks in their company through flexible working

	85	28	23	32	11
£0 - nothing	19%	32%	13%	9%	27%
Less than £2,000	14%	21%	22%	3%	27%
£2,000 to £4,999	11%	11%	13%	6%	9%
£5,000 to £9,999	6%	4%	4%	9%	9%
£10,000 to £19,999	7%	7%	4%	9%	-
£20,000 to £29,999	5%	4%	13%	-	-
£30,000 to £39,999	7%	-	9%	13%	-
£40,000 and above	14%	-	9%	31%	-
Mean	15099.79	3590.75	13949.75	26749.77	1749.88
Don't know	18%	21%	13%	19%	27%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

Q6 You said that your company could lose  
\$SFV\_q5reduce permanent desks...

Approximately how much money do you think you could save in a year as a direct result? (Please give your BEST estimate)

Base: SML decision makers whose company has an office/ uses any office space that think they could reduce the number of desks in their company through flexible working

	85	85	-	-	-
£0 - nothing	19%	19%	-	-	-
Less than £2,000	14%	14%	-	-	-
£2,000 to £4,999	11%	11%	-	-	-
£5,000 to £9,999	6%	6%	-	-	-
£10,000 to £19,999	7%	7%	-	-	-
£20,000 to £29,999	5%	5%	-	-	-
£30,000 to £39,999	7%	7%	-	-	-
£40,000 and above	14%	14%	-	-	-
<b>Mean</b>	<b>15099.79</b>	<b>15099.79</b>	-	-	-
Don't know	18%	18%	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

**Q7 Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)**

	431	308	123	6	40	113	119	152	413	18
<b>Base: SML decision makers whose company has an office/ uses any office space</b>										
Employees' reluctance to embrace it	17%	19%	14%	-	18%	17%	18%	18%	17%	17%
Lack of mobile infrastructure and appropriate devices	12%	12%	11%	17%	23%	13%	9%	9%	11%	17%
Lack of knowledge about how to implement such a system	10%	10%	10%	-	15%	12%	9%	8%	9%	17%
Cost of setting it up	8%	7%	11%	17%	10%	11%	12%	3%	8%	17%
Employees potentially taking advantage of the system	23%	22%	25%	17%	30%	25%	25%	18%	23%	28%
Not having a very mobile workforce	8%	8%	8%	-	10%	6%	9%	9%	8%	11%
Negative impact on collaboration/ team work	32%	31%	35%	17%	30%	37%	34%	28%	32%	28%
It not having been considered it/ not being aware of the idea	7%	8%	7%	-	13%	10%	3%	9%	7%	11%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	35%	40%	33%	28%	41%	32%	39%	37%	22%
Employee's thinking they should have their own desk space	21%	20%	24%	-	30%	27%	19%	16%	21%	17%
Other <a href="#">SEE OE_9</a>	7%	8%	5%	-	3%	4%	8%	10%	7%	6%
Don't know	4%	4%	5%	17%	8%	2%	4%	5%	4%	6%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	16%	12%	-	8%	13%	17%	16%	14%	22%

**YouGov Survey Results**

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

**Q7 Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)**

**Base: SML decision makers whose company has an office/ uses any office space**

	431	86	53	47	86	125	13	21	62	47	38	49
Employees' reluctance to embrace it	17%	23%	13%	11%	12%	22%	15%	14%	19%	11%	21%	18%
Lack of mobile infrastructure and appropriate devices	12%	12%	11%	13%	12%	12%	8%	10%	11%	6%	5%	6%
Lack of knowledge about how to implement such a system	10%	7%	8%	11%	14%	10%	-	10%	11%	4%	16%	4%
Cost of setting it up	8%	10%	11%	9%	6%	6%	-	19%	6%	6%	5%	6%
Employees potentially taking advantage of the system	23%	22%	19%	28%	23%	22%	23%	29%	29%	17%	13%	24%
Not having a very mobile workforce	8%	5%	8%	6%	12%	10%	8%	5%	11%	2%	8%	12%
Negative impact on collaboration/ team work	32%	30%	28%	32%	30%	38%	38%	24%	32%	17%	26%	47%
It not having been considered it/ not being aware of the idea	7%	8%	6%	4%	9%	9%	-	5%	8%	6%	11%	2%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	36%	36%	30%	38%	40%	54%	14%	40%	36%	24%	47%
Employee's thinking they should have their own desk space	21%	20%	23%	15%	22%	22%	31%	19%	16%	19%	24%	31%
Other <a href="#">SEE OE_9</a>	7%	7%	4%	6%	5%	10%	8%	14%	8%	6%	8%	10%
Don't know	4%	3%	6%	4%	3%	2%	8%	14%	3%	4%	3%	10%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	14%	13%	21%	8%	14%	23%	29%	13%	21%	16%	6%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

**Q7 Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)**

Base: SML decision makers whose company has an office/ uses any office space	431	20	5	34	48	47	6	8	16	4	47
Employees' reluctance to embrace it	17%	15%	-	18%	13%	19%	17%	-	19%	25%	23%
Lack of mobile infrastructure and appropriate devices	12%	10%	-	12%	23%	11%	17%	13%	-	25%	21%
Lack of knowledge about how to implement such a system	10%	15%	-	12%	13%	11%	-	13%	6%	-	11%
Cost of setting it up	8%	25%	-	15%	6%	6%	-	-	19%	-	11%
Employees potentially taking advantage of the system	23%	25%	20%	21%	25%	19%	50%	13%	38%	25%	23%
Not having a very mobile workforce	8%	10%	-	9%	6%	4%	-	-	13%	25%	11%
Negative impact on collaboration/ team work	32%	25%	40%	29%	33%	45%	33%	13%	31%	25%	32%
It not having been considered it/ not being aware of the idea	7%	10%	-	9%	6%	6%	-	13%	6%	25%	11%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	60%	40%	44%	23%	32%	17%	13%	38%	25%	40%
Employee's thinking they should have their own desk space	21%	10%	-	24%	15%	23%	-	25%	13%	-	32%
Other <a href="#">SEE OE_9</a>	7%	5%	-	-	6%	9%	17%	13%	-	-	11%
Don't know	4%	-	20%	6%	2%	4%	-	-	6%	-	2%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	5%	20%	21%	23%	19%	17%	13%	13%	-	6%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

**Q7 Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)**

Base: SML decision makers whose company has an office/ uses any office space	431	6	11	15	8	16	22	21	39	23	37	45
Employees' reluctance to embrace it	17%	-	9%	13%	13%	25%	5%	10%	10%	22%	8%	29%
Lack of mobile infrastructure and appropriate devices	12%	33%	-	13%	13%	-	-	10%	5%	13%	14%	13%
Lack of knowledge about how to implement such a system	10%	-	-	-	-	13%	5%	5%	8%	4%	16%	18%
Cost of setting it up	8%	-	-	13%	-	6%	5%	-	8%	-	5%	11%
Employees potentially taking advantage of the system	23%	33%	18%	13%	13%	19%	14%	19%	26%	4%	24%	31%
Not having a very mobile workforce	8%	-	-	-	-	6%	5%	-	3%	9%	-	13%
Negative impact on collaboration/ team work	32%	83%	-	7%	-	25%	14%	29%	26%	30%	35%	40%
It not having been considered it/ not being aware of the idea	7%	-	-	7%	13%	6%	14%	10%	5%	4%	8%	7%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	67%	9%	27%	50%	31%	27%	38%	49%	48%	32%	49%
Employee's thinking they should have their own desk space	21%	33%	9%	7%	-	13%	9%	10%	13%	26%	11%	20%
Other <a href="#">SEE OE_9</a>	7%	-	-	7%	13%	6%	9%	10%	5%	9%	11%	4%
Don't know	4%	-	-	20%	13%	6%	9%	-	3%	4%	-	-
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	17%	73%	13%	13%	19%	23%	14%	10%	13%	11%	9%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

**Q7** Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)

Base: SML decision makers whose company has an office/ uses any office space	431	26	17	8	16	8	11	2	5	33	24	38
Employees' reluctance to embrace it	17%	15%	12%	38%	13%	25%	27%	-	60%	33%	4%	18%
Lack of mobile infrastructure and appropriate devices	12%	12%	12%	25%	19%	13%	27%	50%	40%	21%	-	8%
Lack of knowledge about how to implement such a system	10%	8%	12%	25%	13%	-	-	-	40%	15%	8%	8%
Cost of setting it up	8%	-	12%	38%	6%	38%	-	-	40%	18%	4%	11%
Employees potentially taking advantage of the system	23%	31%	18%	13%	44%	38%	9%	50%	20%	36%	25%	13%
Not having a very mobile workforce	8%	19%	6%	38%	25%	-	-	-	20%	18%	4%	8%
Negative impact on collaboration/ team work	32%	35%	47%	50%	31%	50%	55%	50%	60%	42%	25%	32%
It not having been considered it/ not being aware of the idea	7%	12%	-	13%	6%	-	9%	-	40%	6%	13%	5%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	31%	35%	38%	31%	38%	27%	-	40%	33%	25%	37%
Employee's thinking they should have their own desk space	21%	35%	29%	50%	19%	38%	18%	-	40%	48%	8%	26%
Other <a href="#">SEE OE_9</a>	7%	8%	12%	-	6%	13%	9%	-	-	9%	8%	5%
Don't know	4%	-	6%	13%	6%	-	-	-	20%	3%	8%	5%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	12%	18%	-	6%	-	9%	-	-	15%	21%	18%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	Not applicable - We don't have any official flexible working policies implemented

**Q7** Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	211	108	95	
				96	
Employees' reluctance to embrace it	17%	14%	19%	24%	14%
Lack of mobile infrastructure and appropriate devices	12%	6%	16%	20%	5%
Lack of knowledge about how to implement such a system	10%	5%	15%	14%	10%
Cost of setting it up	8%	4%	9%	16%	8%
Employees potentially taking advantage of the system	23%	21%	28%	25%	24%
Not having a very mobile workforce	8%	5%	11%	14%	9%
Negative impact on collaboration/ team work	32%	26%	44%	38%	28%
It not having been considered it/ not being aware of the idea	7%	7%	10%	4%	11%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	37%	40%	36%	49%
Employee's thinking they should have their own desk space	21%	13%	26%	36%	14%
Other <b>SEE OE_9</b>	7%	6%	10%	6%	8%
Don't know	4%	3%	5%	3%	4%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	18%	10%	9%	13%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

**Q7** Which, if any, of the following do you think are the biggest barriers to introducing flexible working policies (e.g. hot-desking, working from home, desk-sharing etc.) in businesses? (Please tick all that apply)

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	85	280	18	48
Employees' reluctance to embrace it	17%	33%	12%	22%	19%
Lack of mobile infrastructure and appropriate devices	12%	18%	9%	28%	13%
Lack of knowledge about how to implement such a system	10%	20%	6%	6%	13%
Cost of setting it up	8%	13%	7%	11%	8%
Employees potentially taking advantage of the system	23%	36%	20%	28%	17%
Not having a very mobile workforce	8%	11%	8%	6%	6%
Negative impact on collaboration/ team work	32%	45%	27%	56%	31%
It not having been considered it/ not being aware of the idea	7%	13%	6%	-	8%
It being inappropriate for the business (e.g. because most employees don't use desks or everyone needs their own, fixed desk etc.)	36%	33%	41%	17%	21%
Employee's thinking they should have their own desk space	21%	34%	16%	28%	23%
Other <a href="#">SEE OE_9</a>	7%	11%	7%	-	4%
Don't know	4%	-	3%	-	19%
Not applicable – I don't think there are any barriers to introducing flexible working policies in businesses	15%	4%	15%	33%	25%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

Q8 In general, to what extent do you agree or disagree with each of the following statements?  
(Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

	431	308	123	6	40	113	119	152	413	18
<b>Base: SML decision makers whose company has an office/ uses any office space</b>										
Strongly agree	11%	11%	9%	33%	15%	12%	9%	9%	10%	17%
Tend to agree	20%	20%	20%	-	23%	27%	22%	14%	21%	6%
Neither agree nor disagree	19%	21%	15%	17%	13%	20%	19%	21%	19%	33%
Tend to disagree	24%	23%	24%	17%	23%	25%	20%	26%	24%	6%
Strongly disagree	19%	18%	24%	17%	20%	8%	22%	26%	20%	11%
Don't know	6%	6%	7%	17%	8%	7%	8%	4%	5%	28%

**Flexible working leads to employees avoiding work**

	431	308	123	6	40	113	119	152	413	18
<b>Base: SML decision makers whose company has an office/ uses any office space</b>										
Strongly agree	7%	7%	6%	33%	13%	9%	4%	5%	7%	11%
Tend to agree	21%	20%	24%	17%	30%	15%	24%	21%	22%	11%
Neither agree nor disagree	34%	37%	26%	50%	38%	35%	33%	32%	34%	28%
Tend to disagree	23%	21%	25%	-	13%	27%	18%	26%	22%	28%
Strongly disagree	11%	11%	13%	-	3%	11%	14%	12%	11%	11%
Don't know	4%	4%	6%	-	5%	3%	7%	4%	4%	11%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
Base	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

Q8 In general, to what extent do you agree or disagree with each of the following statements?  
(Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

Base: SML decision makers whose company has an office/ uses any office space	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	11%	15%	8%	11%	13%	8%	-	14%	15%	6%	8%	8%
Tend to agree	20%	20%	21%	23%	16%	21%	38%	19%	6%	26%	18%	27%
Neither agree nor disagree	19%	17%	26%	23%	12%	22%	23%	14%	23%	21%	13%	22%
Tend to disagree	24%	22%	21%	19%	34%	24%	15%	10%	32%	15%	29%	22%
Strongly disagree	19%	22%	13%	17%	16%	22%	23%	29%	23%	30%	24%	10%
Don't know	6%	3%	11%	6%	9%	3%	-	14%	2%	2%	8%	10%

**Flexible working leads to employees avoiding work**

Base: SML decision makers whose company has an office/ uses any office space	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	7%	6%	8%	9%	9%	5%	-	10%	8%	15%	8%	-
Tend to agree	21%	23%	11%	32%	24%	20%	8%	14%	31%	21%	29%	18%
Neither agree nor disagree	34%	26%	45%	17%	36%	38%	31%	43%	42%	34%	26%	49%
Tend to disagree	23%	30%	15%	28%	19%	22%	38%	10%	10%	17%	26%	18%
Strongly disagree	11%	9%	13%	9%	8%	13%	23%	19%	5%	9%	5%	10%
Don't know	4%	6%	8%	6%	3%	2%	-	5%	5%	4%	5%	4%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Q8 In general, to what extent do you agree or disagree with each of the following statements? (Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

Base: SML decision makers whose company has an office/ uses any office space	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	11%	15%	-	12%	19%	-	33%	-	13%	-	15%
Tend to agree	20%	15%	-	24%	31%	19%	33%	38%	19%	-	19%
Neither agree nor disagree	19%	10%	40%	18%	21%	19%	-	-	25%	25%	21%
Tend to disagree	24%	25%	-	26%	19%	26%	17%	38%	25%	-	21%
Strongly disagree	19%	30%	40%	12%	4%	21%	17%	25%	19%	75%	19%
Don't know	6%	5%	20%	9%	6%	15%	-	-	-	-	4%

**Flexible working leads to employees avoiding work**

Base: SML decision makers whose company has an office/ uses any office space	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	7%	5%	20%	3%	6%	4%	-	13%	6%	-	9%
Tend to agree	21%	20%	-	18%	13%	21%	67%	25%	25%	-	13%
Neither agree nor disagree	34%	40%	-	32%	35%	23%	-	25%	50%	50%	23%
Tend to disagree	23%	20%	-	35%	31%	23%	17%	13%	6%	25%	38%
Strongly disagree	11%	10%	80%	12%	13%	17%	17%	25%	-	25%	15%
Don't know	4%	5%	-	-	2%	11%	-	-	13%	-	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

Q8 In general, to what extent do you agree or disagree with each of the following statements?  
(Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

**Base: SML decision makers whose company has an office/ uses any office space**

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	11%	17%	-	27%	13%	13%	5%	5%	8%	13%	8%	9%
Tend to agree	20%	-	18%	7%	-	-	32%	33%	26%	22%	22%	4%
Neither agree nor disagree	19%	17%	18%	40%	25%	31%	32%	10%	18%	13%	11%	22%
Tend to disagree	24%	17%	18%	13%	13%	19%	23%	29%	23%	22%	35%	40%
Strongly disagree	19%	33%	36%	7%	50%	38%	5%	24%	26%	30%	22%	22%
Don't know	6%	17%	9%	7%	-	-	5%	-	-	-	3%	2%

**Flexible working leads to employees avoiding work**

**Base: SML decision makers whose company has an office/ uses any office space**

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	7%	-	9%	27%	13%	-	9%	5%	5%	4%	11%	4%
Tend to agree	21%	-	9%	20%	13%	13%	9%	5%	23%	17%	19%	33%
Neither agree nor disagree	34%	17%	18%	27%	25%	44%	36%	29%	49%	39%	30%	27%
Tend to disagree	23%	83%	9%	13%	25%	25%	14%	38%	15%	26%	35%	24%
Strongly disagree	11%	-	36%	13%	25%	13%	27%	14%	5%	9%	3%	11%
Don't know	4%	-	18%	-	-	6%	5%	10%	3%	4%	3%	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

Q8 In general, to what extent do you agree or disagree with each of the following statements? (Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

Base: SML decision makers whose company has an office/ uses any office space	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	11%	8%	18%	13%	6%	13%	9%	50%	-	24%	8%	8%
Tend to agree	20%	15%	18%	38%	13%	50%	27%	-	40%	36%	21%	21%
Neither agree nor disagree	19%	31%	18%	13%	31%	-	9%	50%	-	12%	8%	26%
Tend to disagree	24%	19%	24%	13%	31%	38%	27%	-	40%	9%	17%	18%
Strongly disagree	19%	23%	24%	-	19%	-	-	-	20%	9%	13%	16%
Don't know	6%	4%	-	25%	-	-	27%	-	-	9%	33%	11%

**Flexible working leads to employees avoiding work**

Base: SML decision makers whose company has an office/ uses any office space	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	7%	4%	12%	13%	6%	13%	-	50%	-	-	8%	5%
Tend to agree	21%	31%	29%	25%	31%	25%	18%	50%	-	18%	25%	24%
Neither agree nor disagree	34%	35%	29%	50%	31%	25%	45%	-	40%	42%	25%	34%
Tend to disagree	23%	19%	12%	13%	13%	13%	18%	-	40%	24%	21%	21%
Strongly disagree	11%	8%	12%	-	19%	25%	18%	-	-	15%	8%	5%
Don't know	4%	4%	6%	-	-	-	-	-	20%	-	13%	11%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

Q8 In general, to what extent do you agree or disagree with each of the following statements?  
(Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

	431	211	108	95	96
<b>Base: SML decision makers whose company has an office/ uses any office space</b>					
Strongly agree	11%	8%	7%	18%	3%
Tend to agree	20%	17%	16%	34%	11%
Neither agree nor disagree	19%	20%	20%	17%	18%
Tend to disagree	24%	23%	35%	15%	26%
Strongly disagree	19%	28%	16%	7%	34%
Don't know	6%	4%	6%	9%	7%

**Flexible working leads to employees avoiding work**

	431	211	108	95	96
<b>Base: SML decision makers whose company has an office/ uses any office space</b>					
Strongly agree	7%	6%	6%	8%	5%
Tend to agree	21%	20%	23%	22%	30%
Neither agree nor disagree	34%	32%	34%	35%	34%
Tend to disagree	23%	23%	28%	19%	19%
Strongly disagree	11%	14%	5%	15%	3%
Don't know	4%	5%	5%	1%	8%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

Q8 In general, to what extent do you agree or disagree with each of the following statements?  
(Please tick one answer option on each row)

**My company has considered a reduction in office space to save money and/or improve efficiency**

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	85	280	18	48
Strongly agree	11%	14%	9%	39%	4%
Tend to agree	20%	32%	18%	17%	19%
Neither agree nor disagree	19%	19%	18%	22%	29%
Tend to disagree	24%	20%	27%	11%	17%
Strongly disagree	19%	11%	25%	11%	6%
Don't know	6%	5%	4%	-	25%

**Flexible working leads to employees avoiding work**

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	85	280	18	48
Strongly agree	7%	6%	8%	6%	4%
Tend to agree	21%	24%	23%	11%	13%
Neither agree nor disagree	34%	26%	35%	22%	46%
Tend to disagree	23%	33%	20%	33%	17%
Strongly disagree	11%	9%	11%	28%	10%
Don't know	4%	2%	4%	-	10%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

### Flexible working leads to a happier workforce

**Base: SML decision makers whose company has an office/ uses any office space**

	431	308	123	6	40	113	119	152	413	18
Strongly agree	19%	17%	25%	67%	23%	25%	18%	14%	19%	22%
Tend to agree	43%	41%	46%	33%	50%	51%	42%	36%	43%	39%
Neither agree nor disagree	24%	25%	20%	-	18%	15%	26%	32%	24%	11%
Tend to disagree	8%	9%	3%	-	5%	5%	6%	11%	8%	11%
Strongly disagree	2%	3%	1%	-	3%	1%	2%	3%	2%	6%
Don't know	4%	5%	4%	-	3%	3%	7%	5%	4%	11%

### My company has considered moving to an out-of-town location to save money

**Base: SML decision makers whose company has an office/ uses any office space**

	431	308	123	6	40	113	119	152	413	18
Strongly agree	10%	11%	8%	50%	20%	12%	3%	10%	10%	11%
Tend to agree	14%	14%	15%	17%	8%	16%	15%	14%	15%	11%
Neither agree nor disagree	23%	24%	20%	17%	20%	24%	24%	21%	22%	33%
Tend to disagree	17%	18%	13%	-	18%	15%	17%	18%	17%	11%
Strongly disagree	31%	28%	39%	17%	30%	27%	34%	32%	31%	22%
Don't know	5%	6%	5%	-	5%	5%	7%	5%	5%	11%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

**Base: SML decision makers whose company has an office/ uses any office space**

	431	308	123	6	40	113	119	152	413	18
Strongly agree	23%	20%	28%	67%	23%	27%	19%	21%	23%	22%
Tend to agree	33%	33%	35%	-	33%	42%	36%	27%	34%	22%
Neither agree nor disagree	20%	22%	14%	17%	20%	13%	23%	22%	20%	22%
Tend to disagree	12%	12%	13%	17%	10%	10%	10%	16%	12%	11%
Strongly disagree	9%	11%	6%	-	13%	6%	8%	13%	9%	11%
Don't know	3%	2%	4%	-	3%	3%	4%	1%	2%	11%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
Base	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

### Flexible working leads to a happier workforce

Base: SML decision makers whose company has an office/ uses any office space

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	19%	19%	15%	13%	22%	20%	38%	19%	11%	9%	16%	12%
Tend to agree	43%	52%	38%	38%	47%	40%	38%	29%	42%	40%	50%	37%
Neither agree nor disagree	24%	19%	32%	32%	15%	28%	15%	24%	29%	30%	18%	43%
Tend to disagree	8%	6%	8%	9%	10%	6%	8%	10%	13%	11%	11%	6%
Strongly disagree	2%	1%	4%	-	1%	2%	-	10%	2%	6%	3%	-
Don't know	4%	3%	4%	9%	5%	3%	-	10%	3%	4%	3%	2%

### My company has considered moving to an out-of-town location to save money

Base: SML decision makers whose company has an office/ uses any office space

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	10%	12%	17%	6%	8%	9%	15%	10%	5%	11%	8%	16%
Tend to agree	14%	17%	15%	15%	15%	12%	8%	14%	11%	15%	11%	16%
Neither agree nor disagree	23%	19%	9%	32%	15%	31%	15%	33%	24%	26%	16%	16%
Tend to disagree	17%	16%	17%	15%	17%	18%	23%	5%	13%	13%	29%	16%
Strongly disagree	31%	31%	26%	23%	40%	28%	38%	33%	40%	34%	32%	29%
Don't know	5%	5%	15%	9%	5%	2%	-	5%	6%	2%	5%	6%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

Base: SML decision makers whose company has an office/ uses any office space

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	23%	27%	21%	19%	24%	21%	23%	24%	11%	11%	16%	16%
Tend to agree	33%	37%	40%	28%	34%	31%	46%	19%	34%	26%	37%	35%
Neither agree nor disagree	20%	16%	19%	23%	19%	21%	15%	29%	26%	26%	24%	27%
Tend to disagree	12%	8%	8%	17%	15%	14%	8%	10%	15%	23%	11%	8%
Strongly disagree	9%	8%	8%	9%	7%	12%	8%	14%	13%	13%	11%	12%
Don't know	3%	3%	6%	4%	1%	1%	-	5%	2%	2%	3%	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

### Flexible working leads to a happier workforce

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	19%	20%	60%	21%	40%	21%	17%	38%	-	25%	26%
Tend to agree	43%	45%	40%	44%	35%	47%	-	38%	38%	75%	53%
Neither agree nor disagree	24%	30%	-	24%	19%	15%	67%	-	19%	-	13%
Tend to disagree	8%	-	-	3%	4%	9%	-	25%	6%	-	6%
Strongly disagree	2%	-	-	3%	-	2%	-	-	13%	-	-
Don't know	4%	5%	-	6%	2%	6%	17%	-	25%	-	2%

### My company has considered moving to an out-of-town location to save money

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	10%	5%	20%	6%	19%	6%	17%	-	13%	-	13%
Tend to agree	14%	5%	-	24%	17%	13%	17%	13%	31%	-	13%
Neither agree nor disagree	23%	35%	-	21%	27%	19%	17%	38%	19%	-	28%
Tend to disagree	17%	10%	20%	18%	17%	19%	33%	-	6%	50%	17%
Strongly disagree	31%	40%	60%	29%	13%	32%	17%	50%	31%	50%	26%
Don't know	5%	5%	-	3%	8%	11%	-	-	-	-	4%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	23%	20%	80%	18%	42%	38%	17%	38%	6%	25%	30%
Tend to agree	33%	35%	20%	53%	31%	28%	50%	38%	25%	50%	30%
Neither agree nor disagree	20%	30%	-	12%	15%	6%	-	-	44%	25%	15%
Tend to disagree	12%	5%	-	9%	10%	11%	17%	25%	13%	-	13%
Strongly disagree	9%	10%	-	6%	-	13%	-	-	6%	-	11%
Don't know	3%	-	-	3%	2%	4%	17%	-	6%	-	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

### Flexible working leads to a happier workforce

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	19%	17%	45%	27%	25%	31%	27%	14%	8%	13%	14%	16%
Tend to agree	43%	67%	27%	40%	50%	38%	32%	67%	36%	43%	46%	38%
Neither agree nor disagree	24%	17%	9%	27%	13%	25%	27%	10%	33%	26%	24%	38%
Tend to disagree	8%	-	9%	-	-	6%	5%	5%	21%	9%	11%	7%
Strongly disagree	2%	-	-	7%	-	-	5%	-	-	4%	3%	-
Don't know	4%	-	9%	-	13%	-	5%	5%	3%	4%	3%	2%

### My company has considered moving to an out-of-town location to save money

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	10%	-	9%	13%	-	6%	14%	5%	13%	9%	11%	13%
Tend to agree	14%	-	9%	20%	13%	13%	-	24%	21%	17%	14%	11%
Neither agree nor disagree	23%	17%	36%	20%	25%	19%	36%	33%	21%	26%	19%	16%
Tend to disagree	17%	17%	9%	27%	-	19%	18%	14%	13%	13%	19%	22%
Strongly disagree	31%	67%	27%	20%	63%	38%	27%	24%	33%	30%	38%	36%
Don't know	5%	-	9%	-	-	6%	5%	-	-	4%	-	2%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	23%	-	27%	33%	50%	44%	32%	24%	10%	9%	27%	16%
Tend to agree	33%	67%	18%	27%	-	-	18%	33%	38%	43%	24%	38%
Neither agree nor disagree	20%	17%	9%	33%	25%	25%	32%	14%	31%	17%	14%	13%
Tend to disagree	12%	17%	18%	-	13%	13%	5%	14%	15%	17%	19%	16%
Strongly disagree	9%	-	18%	7%	13%	19%	9%	5%	5%	13%	14%	18%
Don't know	3%	-	9%	-	-	-	5%	10%	-	-	3%	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

### Flexible working leads to a happier workforce

**Base: SML decision makers whose company has an office/ uses any office space**

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	19%	15%	18%	13%	38%	-	9%	50%	-	33%	29%	13%
Tend to agree	43%	46%	35%	63%	44%	63%	64%	-	60%	45%	29%	39%
Neither agree nor disagree	24%	27%	35%	25%	13%	25%	27%	50%	-	12%	4%	29%
Tend to disagree	8%	12%	12%	-	6%	13%	-	-	20%	3%	4%	5%
Strongly disagree	2%	-	-	-	-	-	-	-	-	3%	8%	5%
Don't know	4%	-	-	-	-	-	-	-	20%	3%	25%	8%

### My company has considered moving to an out-of-town location to save money

**Base: SML decision makers whose company has an office/ uses any office space**

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	10%	12%	29%	-	6%	25%	-	50%	-	12%	8%	3%
Tend to agree	14%	15%	6%	25%	13%	-	27%	-	-	15%	13%	21%
Neither agree nor disagree	23%	27%	24%	38%	19%	-	9%	50%	20%	15%	21%	29%
Tend to disagree	17%	19%	18%	25%	6%	25%	27%	-	40%	15%	4%	18%
Strongly disagree	31%	23%	18%	-	56%	50%	27%	-	40%	27%	29%	21%
Don't know	5%	4%	6%	13%	-	-	9%	-	-	15%	25%	8%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

**Base: SML decision makers whose company has an office/ uses any office space**

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	23%	15%	24%	-	44%	25%	27%	50%	20%	27%	21%	21%
Tend to agree	33%	46%	41%	88%	31%	50%	45%	-	60%	36%	38%	21%
Neither agree nor disagree	20%	15%	24%	13%	6%	13%	18%	-	-	27%	17%	24%
Tend to disagree	12%	15%	6%	-	6%	13%	9%	50%	20%	3%	4%	18%
Strongly disagree	9%	8%	6%	-	13%	-	-	-	-	6%	4%	11%
Don't know	3%	-	-	-	-	-	-	-	-	-	17%	5%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

### Flexible working leads to a happier workforce

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	19%	19%	14%	22%	7%
Tend to agree	43%	42%	41%	48%	28%
Neither agree nor disagree	24%	24%	30%	19%	38%
Tend to disagree	8%	8%	8%	6%	13%
Strongly disagree	2%	2%	2%	2%	5%
Don't know	4%	4%	6%	2%	9%

### My company has considered moving to an out-of-town location to save money

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	10%	7%	8%	17%	8%
Tend to agree	14%	14%	11%	18%	11%
Neither agree nor disagree	23%	24%	24%	18%	18%
Tend to disagree	17%	17%	19%	15%	10%
Strongly disagree	31%	34%	33%	26%	46%
Don't know	5%	4%	5%	6%	6%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	23%	23%	18%	29%	14%
Tend to agree	33%	29%	33%	44%	19%
Neither agree nor disagree	20%	20%	19%	17%	26%
Tend to disagree	12%	16%	14%	5%	22%
Strongly disagree	9%	11%	12%	4%	15%
Don't know	3%	2%	4%	-	5%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

### Flexible working leads to a happier workforce

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	19%	26%	16%	28%	23%
Tend to agree	43%	46%	43%	44%	35%
Neither agree nor disagree	24%	20%	26%	17%	23%
Tend to disagree	8%	6%	9%	11%	4%
Strongly disagree	2%	1%	3%	-	2%
Don't know	4%	1%	4%	-	13%

### My company has considered moving to an out-of-town location to save money

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	10%	16%	9%	11%	6%
Tend to agree	14%	18%	14%	11%	15%
Neither agree nor disagree	23%	21%	23%	28%	23%
Tend to disagree	17%	18%	17%	11%	17%
Strongly disagree	31%	25%	35%	39%	17%
Don't know	5%	2%	4%	-	23%

### You no longer need to have conventional office space and work traditional hours (9 to 5) to run a successful business

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	23%	34%	19%	39%	19%
Tend to agree	33%	33%	34%	28%	35%
Neither agree nor disagree	20%	15%	20%	22%	23%
Tend to disagree	12%	11%	13%	11%	13%
Strongly disagree	9%	5%	12%	-	4%
Don't know	3%	2%	2%	-	6%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	308	123	6	40	113	119	152	413	18
Strongly agree	36%	36%	34%	67%	23%	29%	35%	43%	36%	33%
Tend to agree	42%	41%	44%	17%	40%	49%	47%	34%	42%	39%
Neither agree nor disagree	14%	15%	13%	17%	23%	16%	10%	14%	15%	6%
Tend to disagree	5%	5%	5%	-	13%	2%	6%	5%	5%	11%
Strongly disagree	1%	1%	2%	-	-	2%	-	2%	1%	-
Don't know	2%	2%	2%	-	3%	3%	2%	2%	2%	11%

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	308	123	6	40	113	119	152	413	18
Strongly agree	25%	23%	30%	67%	23%	27%	29%	20%	25%	39%
Tend to agree	38%	40%	34%	-	43%	36%	37%	41%	39%	22%
Neither agree nor disagree	14%	14%	15%	-	18%	17%	14%	13%	15%	11%
Tend to disagree	13%	13%	14%	-	10%	11%	13%	16%	13%	11%
Strongly disagree	7%	8%	5%	17%	8%	5%	5%	9%	7%	-
Don't know	2%	2%	2%	17%	-	4%	2%	1%	1%	17%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	36%	42%	34%	30%	35%	35%	38%	33%	40%	34%	26%	29%
Tend to agree	42%	40%	40%	47%	41%	44%	46%	29%	32%	43%	50%	45%
Neither agree nor disagree	14%	13%	17%	13%	16%	10%	8%	33%	19%	17%	13%	10%
Tend to disagree	5%	1%	6%	6%	7%	6%	8%	-	6%	4%	5%	12%
Strongly disagree	1%	2%	-	-	-	3%	-	-	-	-	-	2%
Don't know	2%	2%	4%	4%	1%	1%	-	5%	2%	2%	5%	2%

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	25%	28%	17%	19%	27%	27%	31%	29%	16%	11%	21%	18%
Tend to agree	38%	34%	38%	45%	40%	41%	54%	14%	35%	43%	42%	41%
Neither agree nor disagree	14%	14%	26%	13%	9%	13%	-	29%	18%	17%	11%	24%
Tend to disagree	13%	16%	9%	6%	19%	12%	15%	10%	19%	13%	18%	10%
Strongly disagree	7%	7%	6%	13%	5%	6%	-	19%	10%	17%	5%	4%
Don't know	2%	1%	4%	4%	1%	2%	-	-	2%	-	3%	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	36%	55%	60%	29%	40%	23%	50%	38%	50%	50%	40%
Tend to agree	42%	30%	20%	50%	38%	47%	50%	38%	38%	25%	45%
Neither agree nor disagree	14%	15%	20%	15%	17%	11%	-	25%	13%	-	11%
Tend to disagree	5%	-	-	3%	4%	6%	-	-	-	25%	2%
Strongly disagree	1%	-	-	3%	-	6%	-	-	-	-	2%
Don't know	2%	-	-	-	2%	6%	-	-	-	-	-

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	25%	30%	80%	18%	46%	36%	17%	38%	19%	25%	30%
Tend to agree	38%	40%	20%	44%	33%	40%	17%	38%	31%	50%	36%
Neither agree nor disagree	14%	10%	-	15%	8%	2%	50%	13%	25%	-	15%
Tend to disagree	13%	15%	-	18%	8%	11%	17%	13%	6%	25%	11%
Strongly disagree	7%	5%	-	6%	2%	6%	-	-	13%	-	6%
Don't know	2%	-	-	-	2%	4%	-	-	6%	-	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	36%	50%	45%	33%	75%	38%	32%	33%	31%	35%	41%	44%
Tend to agree	42%	33%	18%	53%	25%	31%	27%	48%	41%	39%	43%	40%
Neither agree nor disagree	14%	17%	27%	7%	-	19%	32%	-	26%	17%	14%	11%
Tend to disagree	5%	-	-	7%	-	6%	5%	5%	3%	9%	3%	2%
Strongly disagree	1%	-	-	-	-	-	-	10%	-	-	-	2%
Don't know	2%	-	9%	-	-	6%	5%	5%	-	-	-	-

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	25%	17%	36%	47%	50%	25%	27%	19%	10%	9%	16%	18%
Tend to agree	38%	67%	18%	20%	-	31%	36%	43%	44%	57%	35%	47%
Neither agree nor disagree	14%	-	18%	20%	25%	19%	14%	5%	21%	9%	11%	13%
Tend to disagree	13%	17%	9%	7%	13%	25%	9%	19%	15%	17%	19%	18%
Strongly disagree	7%	-	9%	7%	13%	-	9%	14%	10%	9%	19%	4%
Don't know	2%	-	9%	-	-	-	5%	-	-	-	-	-

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	36%	23%	35%	13%	44%	50%	18%	50%	20%	33%	38%	32%
Tend to agree	42%	38%	47%	50%	38%	25%	64%	-	60%	55%	38%	47%
Neither agree nor disagree	14%	23%	6%	25%	19%	-	18%	-	-	3%	8%	13%
Tend to disagree	5%	15%	6%	13%	-	25%	-	20%	9%	-	-	3%
Strongly disagree	1%	-	6%	-	-	-	-	50%	-	-	4%	-
Don't know	2%	-	-	-	-	-	-	-	-	-	13%	5%

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	25%	15%	53%	13%	31%	25%	27%	50%	20%	33%	33%	37%
Tend to agree	38%	46%	29%	63%	38%	50%	55%	-	40%	27%	29%	37%
Neither agree nor disagree	14%	12%	6%	25%	6%	13%	18%	-	-	30%	13%	13%
Tend to disagree	13%	19%	6%	-	13%	13%	-	50%	40%	3%	8%	8%
Strongly disagree	7%	8%	6%	-	13%	-	-	-	-	3%	-	3%
Don't know	2%	-	-	-	-	-	-	-	-	3%	17%	3%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

My company measures success by results rather than time spent in the office

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	36%	39%	32%	34%	27%
Tend to agree	42%	37%	44%	51%	39%
Neither agree nor disagree	14%	17%	12%	9%	22%
Tend to disagree	5%	3%	8%	5%	7%
Strongly disagree	1%	1%	1%	1%	2%
Don't know	2%	2%	2%	-	3%

Employees don't need to work traditional hours (9 to 5) to get the job done

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	25%	24%	22%	31%	13%
Tend to agree	38%	39%	41%	36%	26%
Neither agree nor disagree	14%	13%	10%	21%	21%
Tend to disagree	13%	15%	15%	8%	26%
Strongly disagree	7%	8%	10%	3%	11%
Don't know	2%	1%	2%	1%	3%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

My company measures success by results rather than time spent in the office

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	36%	27%	38%	67%	29%
Tend to agree	42%	47%	42%	28%	35%
Neither agree nor disagree	14%	13%	15%	-	15%
Tend to disagree	5%	9%	3%	-	13%
Strongly disagree	1%	2%	1%	6%	2%
Don't know	2%	1%	2%	-	6%

Employees don't need to work traditional hours (9 to 5) to get the job done

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	25%	31%	22%	44%	29%
Tend to agree	38%	38%	40%	44%	29%
Neither agree nor disagree	14%	16%	13%	-	27%
Tend to disagree	13%	13%	16%	-	4%
Strongly disagree	7%	2%	9%	11%	2%
Don't know	2%	-	1%	-	8%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

Implementing flexible working practices makes employees more productive

Base: SML decision makers whose company has an office/ uses any office space

	431	308	123	6	40	113	119	152	413	18
Strongly agree	13%	12%	15%	33%	13%	19%	13%	8%	13%	17%
Tend to agree	33%	31%	38%	50%	30%	38%	27%	34%	33%	28%
Neither agree nor disagree	32%	33%	31%	17%	40%	28%	36%	32%	32%	33%
Tend to disagree	12%	13%	9%	-	13%	10%	10%	16%	12%	6%
Strongly disagree	5%	6%	2%	-	3%	2%	8%	6%	5%	-
Don't know	4%	5%	4%	-	3%	3%	7%	5%	4%	17%

My company hasn't considered flexible working as a way of saving money

Base: SML decision makers whose company has an office/ uses any office space

	431	308	123	6	40	113	119	152	413	18
Strongly agree	12%	11%	15%	33%	18%	8%	11%	13%	12%	6%
Tend to agree	25%	24%	28%	17%	43%	26%	22%	23%	26%	6%
Neither agree nor disagree	20%	21%	16%	17%	25%	19%	20%	19%	19%	39%
Tend to disagree	20%	21%	16%	-	5%	23%	18%	24%	20%	11%
Strongly disagree	18%	18%	18%	17%	5%	17%	23%	18%	18%	17%
Don't know	5%	5%	7%	17%	5%	7%	7%	3%	5%	22%

**YouGov Survey Results**

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

**Implementing flexible working practices makes employees more productive**

**Base: SML decision makers whose company has an office/ uses any office space**

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	13%	13%	13%	11%	17%	10%	15%	14%	8%	6%	11%	-
Tend to agree	33%	40%	36%	32%	31%	32%	46%	10%	24%	36%	29%	33%
Neither agree nor disagree	32%	29%	23%	36%	34%	34%	38%	48%	37%	30%	37%	51%
Tend to disagree	12%	12%	11%	15%	12%	14%	-	10%	19%	11%	11%	12%
Strongly disagree	5%	2%	11%	2%	2%	7%	-	5%	8%	13%	5%	2%
Don't know	4%	5%	6%	4%	3%	3%	-	14%	3%	4%	8%	2%

**My company hasn't considered flexible working as a way of saving money**

**Base: SML decision makers whose company has an office/ uses any office space**

	431	86	53	47	86	125	13	21	62	47	38	49
Strongly agree	12%	15%	11%	11%	10%	14%	-	5%	19%	9%	13%	8%
Tend to agree	25%	16%	21%	28%	36%	25%	38%	14%	31%	21%	29%	20%
Neither agree nor disagree	20%	22%	23%	26%	19%	15%	15%	29%	16%	28%	24%	22%
Tend to disagree	20%	21%	21%	13%	17%	25%	31%	5%	15%	17%	16%	22%
Strongly disagree	18%	22%	17%	17%	10%	18%	15%	38%	16%	26%	13%	16%
Don't know	5%	3%	8%	6%	7%	4%	-	10%	3%	-	5%	10%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Implementing flexible working practices makes employees more productive

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	13%	10%	40%	21%	25%	17%	33%	38%	-	25%	15%
Tend to agree	33%	20%	40%	29%	46%	36%	-	13%	31%	75%	43%
Neither agree nor disagree	32%	50%	20%	35%	17%	21%	67%	38%	31%	-	23%
Tend to disagree	12%	10%	-	9%	10%	17%	-	13%	6%	-	11%
Strongly disagree	5%	-	-	3%	-	2%	-	-	19%	-	4%
Don't know	4%	10%	-	3%	2%	6%	-	-	13%	-	4%

My company hasn't considered flexible working as a way of saving money

Base: SML decision makers whose company has an office/ uses any office space

	431	20	5	34	48	47	6	8	16	4	47
Strongly agree	12%	10%	20%	6%	10%	11%	-	13%	31%	25%	9%
Tend to agree	25%	40%	-	24%	23%	26%	-	63%	25%	25%	19%
Neither agree nor disagree	20%	25%	20%	18%	13%	17%	33%	-	19%	25%	23%
Tend to disagree	20%	10%	20%	32%	27%	19%	33%	-	19%	-	23%
Strongly disagree	18%	10%	40%	15%	25%	13%	17%	25%	6%	25%	21%
Don't know	5%	5%	-	6%	2%	15%	17%	-	-	-	4%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

Implementing flexible working practices makes employees more productive

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	13%	17%	36%	33%	13%	6%	18%	5%	8%	4%	11%	7%
Tend to agree	33%	33%	36%	27%	25%	44%	18%	38%	21%	43%	27%	29%
Neither agree nor disagree	32%	33%	9%	33%	50%	31%	32%	38%	36%	35%	38%	36%
Tend to disagree	12%	17%	9%	7%	-	13%	14%	5%	23%	9%	14%	22%
Strongly disagree	5%	-	-	-	-	-	9%	5%	8%	4%	11%	7%
Don't know	4%	-	9%	-	13%	6%	9%	10%	5%	4%	-	-

My company hasn't considered flexible working as a way of saving money

Base: SML decision makers whose company has an office/ uses any office space

	431	6	11	15	8	16	22	21	39	23	37	45
Strongly agree	12%	33%	-	7%	13%	13%	9%	19%	10%	4%	16%	18%
Tend to agree	25%	17%	9%	-	13%	19%	14%	24%	41%	39%	32%	27%
Neither agree nor disagree	20%	-	27%	53%	13%	25%	27%	14%	18%	17%	11%	22%
Tend to disagree	20%	50%	-	13%	-	13%	23%	24%	18%	17%	30%	18%
Strongly disagree	18%	-	55%	27%	63%	31%	23%	19%	13%	22%	8%	13%
Don't know	5%	-	9%	-	-	-	5%	-	-	-	3%	2%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

Implementing flexible working practices makes employees more productive

Base: SML decision makers whose company has an office/ uses any office space

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	13%	23%	18%	-	25%	13%	9%	50%	-	15%	17%	8%
Tend to agree	33%	38%	53%	38%	25%	38%	55%	-	60%	36%	38%	32%
Neither agree nor disagree	32%	27%	12%	63%	31%	25%	27%	-	-	42%	13%	39%
Tend to disagree	12%	12%	18%	-	6%	13%	9%	50%	20%	3%	8%	8%
Strongly disagree	5%	-	-	-	13%	13%	-	-	-	3%	4%	5%
Don't know	4%	-	-	-	-	-	-	-	20%	-	21%	8%

My company hasn't considered flexible working as a way of saving money

Base: SML decision makers whose company has an office/ uses any office space

	431	26	17	8	16	8	11	2	5	33	24	38
Strongly agree	12%	15%	12%	-	13%	13%	9%	50%	-	6%	17%	8%
Tend to agree	25%	42%	24%	38%	31%	25%	18%	-	40%	9%	17%	24%
Neither agree nor disagree	20%	12%	29%	25%	19%	25%	9%	-	-	15%	21%	26%
Tend to disagree	20%	19%	12%	13%	19%	25%	9%	50%	20%	30%	13%	26%
Strongly disagree	18%	8%	18%	-	19%	13%	36%	-	-	36%	4%	8%
Don't know	5%	4%	6%	25%	-	-	18%	-	40%	3%	29%	8%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	
Base				Not applicable - We don't have any official flexible working policies implemented

Implementing flexible working practices makes employees more productive

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	13%	11%	8%	19%	4%
Tend to agree	33%	31%	33%	40%	17%
Neither agree nor disagree	32%	35%	31%	29%	45%
Tend to disagree	12%	13%	18%	5%	17%
Strongly disagree	5%	5%	6%	4%	10%
Don't know	4%	5%	3%	2%	7%

My company hasn't considered flexible working as a way of saving money

Base: SML decision makers whose company has an office/ uses any office space

	431	211	108	95	96
Strongly agree	12%	12%	13%	11%	29%
Tend to agree	25%	26%	28%	20%	31%
Neither agree nor disagree	20%	21%	17%	20%	17%
Tend to disagree	20%	18%	23%	22%	9%
Strongly disagree	18%	21%	13%	20%	6%
Don't know	5%	2%	6%	7%	7%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

Implementing flexible working practices makes employees more productive

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	13%	16%	12%	17%	13%
Tend to agree	33%	40%	29%	50%	40%
Neither agree nor disagree	32%	27%	36%	17%	29%
Tend to disagree	12%	14%	13%	11%	4%
Strongly disagree	5%	2%	6%	6%	2%
Don't know	4%	-	5%	-	13%

My company hasn't considered flexible working as a way of saving money

**Base: SML decision makers whose company has an office/ uses any office space**

	431	85	280	18	48
Strongly agree	12%	19%	12%	-	2%
Tend to agree	25%	27%	28%	6%	13%
Neither agree nor disagree	20%	9%	23%	11%	27%
Tend to disagree	20%	28%	18%	22%	19%
Strongly disagree	18%	11%	17%	61%	19%
Don't know	5%	6%	3%	-	21%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Gender		Age					Social Grade	
Base	Male	Female	18 to 24	25 to 34	35 to 44	45 to 54	55+	ABC1	C2DE

**Q9 When thinking about flexible working within your company...**

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

	431	308	123	6	40	113	119	152	413	18
<b>Base: SML decision makers whose company has an office/ uses any office space</b>										
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	12%	19%	-	10%	18%	19%	9%	14%	11%
Working from home	42%	43%	41%	17%	25%	46%	50%	39%	43%	22%
Working from another location	26%	27%	22%	-	13%	34%	34%	18%	26%	22%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	12%	15%	17%	10%	14%	15%	11%	13%	17%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	24%	26%	-	18%	27%	25%	25%	25%	17%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	19%	15%	17%	13%	23%	20%	14%	18%	17%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	7%	7%	-	5%	12%	3%	8%	7%	11%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	26%	21%	-	18%	26%	24%	28%	25%	22%
Other	2%	1%	5%	-	-	5%	2%	1%	2%	-
Don't know	2%	1%	5%	17%	5%	4%	2%	-	2%	11%
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	9%	13%	17%	13%	14%	8%	9%	10%	11%
Not applicable - We don't have any official flexible working policies implemented	22%	23%	21%	17%	25%	12%	22%	30%	22%	22%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Region										
Base	North	Midlands	East	London	South	Wales	Scotland	Manufacturing	Construction	Retail	Financial services

**Q9 When thinking about flexible working within your company...**

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

Base: SML decision makers whose company has an office/ uses any office space	431	86	53	47	86	125	13	21	62	47	38	49
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	17%	13%	21%	8%	10%	23%	33%	8%	13%	5%	18%
Working from home	42%	40%	40%	49%	50%	42%	38%	24%	34%	28%	37%	45%
Working from another location	26%	31%	26%	28%	19%	22%	23%	43%	15%	26%	13%	18%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	10%	19%	13%	9%	12%	23%	19%	15%	11%	8%	16%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	26%	32%	32%	22%	22%	15%	10%	19%	21%	18%	24%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	13%	23%	19%	13%	20%	31%	24%	11%	15%	11%	20%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	10%	8%	2%	8%	5%	8%	10%	3%	6%	18%	4%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	22%	38%	23%	23%	22%	31%	24%	24%	21%	21%	14%
Other	2%	3%	-	-	-	5%	-	-	-	-	-	-
Don't know	2%	3%	2%	2%	2%	-	-	10%	-	2%	5%	2%
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	10%	8%	6%	12%	13%	8%	10%	10%	6%	11%	12%
Not applicable - We don't have any official flexible working policies implemented	22%	17%	28%	15%	23%	24%	31%	24%	29%	32%	26%	22%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Work Industry									
Base	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Q9 When thinking about flexible working within your company...

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

Base: SML decision makers whose company has an office/ uses any office space	431	20	5	34	48	47	6	8	16	4	47
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	25%	20%	26%	13%	9%	17%	13%	13%	-	21%
Working from home	42%	15%	100%	47%	63%	49%	50%	88%	-	25%	53%
Working from another location	26%	25%	60%	26%	40%	19%	67%	25%	19%	-	45%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	15%	20%	15%	15%	2%	-	25%	19%	25%	15%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	10%	40%	29%	33%	28%	17%	50%	19%	-	28%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	10%	40%	15%	38%	11%	17%	13%	13%	25%	26%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	15%	40%	-	2%	2%	-	-	6%	50%	13%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	20%	20%	26%	38%	26%	33%	25%	13%	25%	32%
Other	2%	5%	-	-	2%	-	-	-	-	-	15%
Don't know	2%	-	-	3%	2%	6%	-	-	-	-	-
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	20%	-	6%	6%	15%	-	-	19%	25%	13%
Not applicable - We don't have any official flexible working policies implemented	22%	35%	-	18%	13%	21%	17%	13%	31%	-	13%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	First year of trading	Less than £24,999	£25,000 to £49,999	£50,000 to £99,999	£100,000 to £249,999	£250,000 to £499,999	£500,000 to £999,999	£1 million to £1.9 million	£2 million to £2.9 million	£3 million to £4.9 million	£5 million to £9.9 million

**Q9** When thinking about flexible working within your company...

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

Base: SML decision makers whose company has an office/ uses any office space	431	6	11	15	8	16	22	21	39	23	37	45
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	-	9%	20%	13%	13%	14%	10%	8%	9%	16%	11%
Working from home	42%	50%	36%	33%	25%	44%	41%	48%	36%	48%	41%	29%
Working from another location	26%	-	9%	33%	-	25%	32%	33%	10%	13%	22%	24%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	17%	-	20%	-	25%	9%	10%	8%	4%	16%	13%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	33%	9%	27%	25%	38%	32%	19%	15%	26%	16%	16%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	-	-	13%	13%	6%	9%	5%	5%	26%	16%	13%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	17%	9%	20%	-	19%	-	5%	-	4%	11%	4%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	33%	-	20%	13%	19%	18%	24%	21%	35%	30%	22%
Other	2%	-	-	-	-	-	-	-	3%	4%	3%	-
Don't know	2%	-	-	20%	-	-	5%	-	-	-	-	-
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	-	27%	-	38%	25%	14%	14%	18%	13%	3%	7%
Not applicable - We don't have any official flexible working policies implemented	22%	33%	27%	13%	13%	13%	23%	19%	31%	22%	27%	31%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Company annual turnover										
Base	£10 million to £19.9 million	£20 million to £34.9 million	£35 million to £49.9 million	£50 million to £99.9 million	£100 million to £249.9 million	£250 million to £499.9 million	£500 million to £749.9 million	£750 million to £999.9 million	£1 billion or more	Don't know	Prefer not to answer

Q9 When thinking about flexible working within your company...

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

Base: SML decision makers whose company has an office/ uses any office space	431	26	17	8	16	8	11	2	5	33	24	38
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	15%	24%	38%	-	38%	9%	-	20%	33%	4%	13%
Working from home	42%	46%	41%	38%	44%	50%	55%	-	60%	64%	25%	55%
Working from another location	26%	27%	29%	38%	25%	50%	18%	-	40%	55%	8%	34%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	12%	29%	25%	13%	-	27%	-	20%	27%	-	5%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	27%	6%	38%	38%	63%	27%	-	60%	27%	21%	32%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	19%	35%	13%	13%	63%	18%	50%	20%	58%	8%	16%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	8%	12%	13%	-	-	-	-	-	15%	4%	8%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	38%	53%	25%	44%	25%	27%	-	-	27%	4%	21%
Other	2%	-	-	-	-	-	-	-	-	12%	-	5%
Don't know	2%	-	-	-	-	-	-	-	-	-	21%	-
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	8%	6%	-	6%	13%	-	50%	-	9%	13%	8%
Not applicable - We don't have any official flexible working policies implemented	22%	19%	18%	13%	19%	-	36%	-	40%	6%	29%	24%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

Total	Organisation Size			When thinking about flexible working within your company... Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)
	Small	Medium	Large	Not applicable - We don't have any official flexible working policies implemented

**Q9** When thinking about flexible working within your company...

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

	431	211	108	95	96
<b>Base: SML decision makers whose company has an office/ uses any office space</b>					
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	9%	11%	28%	-
Working from home	42%	41%	40%	51%	-
Working from another location	26%	21%	21%	42%	-
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	8%	15%	20%	-
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	19%	24%	37%	-
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	8%	19%	40%	-
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	4%	6%	12%	-
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	19%	32%	31%	-
Other	2%	2%	-	4%	-
Don't know	2%	1%	2%	1%	-
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	16%	5%	6%	-
Not applicable - We don't have any official flexible working policies implemented	22%	26%	27%	11%	100%

## YouGov Survey Results

Sample Size: 500

Fieldwork: 25th February - 1st March 2013

<b>Total</b>	Thinking about your office and the way in which desk space is used (i.e. the number of people needing permanent desks, people working outside of the office, the number of people working part-time etc.)...			
	Approximately how many permanent desks, if any, do you think your company could lose through flexible working (i.e. hot-desking, working from home, desk-sharing etc.)? (Please tick the option that best applies, giving your answer in numbers and not words)			
<b>Base</b>	I think we could reduce the number of desks by	I don't think we lose any desks at all	I don't think we could lose any more desks as, through flexible working, we've already got rid of	Don't know

**Q9** When thinking about flexible working within your company...

Which, if any, of the following policies have been officially implemented? (Please tick all that apply. If you don't have any formal policies implemented, please tick the relevant "Not applicable" option)

<b>Base: SML decision makers whose company has an office/ uses any office space</b>	431	85	280	18	48
Job sharing (e.g. two people working part time in a role usually fulfilled by one person)	14%	20%	10%	28%	21%
Working from home	42%	54%	39%	67%	35%
Working from another location	26%	28%	23%	61%	25%
Compressed hours (i.e. allowing employees to work full time hours but in a different format to the standard 9 to 5)	13%	14%	12%	39%	6%
Flexitime (i.e. flexibility of working hours provided an agreed period of each day (core time) is spent at work)	24%	25%	22%	44%	29%
Hot Desking (i.e. multiple workers using a single physical work station or surface during different time periods)	18%	28%	11%	72%	19%
Annualised hours (i.e. increasing or reducing the required hours to be worked at a given time to match the needs of a business)	7%	7%	7%	11%	6%
Staggered hours (i.e. where workers start and finish work at slightly different times with periods of overlap)	25%	29%	23%	44%	19%
Other	2%	5%	1%	-	2%
Don't know	2%	-	1%	-	13%
Not applicable - We don't have official flexible working policies, but it's at our employees' discretion	10%	9%	10%	6%	15%
Not applicable - We don't have any official flexible working policies implemented	22%	13%	27%	-	19%