

Total	Gender		Age					Region						
Base	Male	Female	18-24	25-34	35-44	45-54	55+	North	Midlands	East	London	South	Wales	Scotland

Thinking about where you currently work, which ONE of the following BEST applies to you?

Unweighted base	1243	612	631	95	241	267	396	244	303	185	114	184	277	45	135
Base: All working GB adults (excluding sole traders)	1261	642	620	131	316	276	317	221	305	220	111	174	283	59	109
The company I work for currently offers flexible working to some or all employees	56%	57%	55%	56%	58%	59%	56%	51%	53%	50%	63%	57%	61%	58%	56%
The company I work for used to offer flexible working to some or all employees, but doesn't anymore	4%	4%	4%	7%	3%	4%	6%	3%	3%	3%	2%	6%	7%	7%	2%
The company I work for has never offered flexible working	29%	27%	31%	23%	25%	28%	30%	37%	33%	34%	27%	23%	24%	25%	33%
Don't know	11%	11%	10%	14%	14%	9%	8%	9%	11%	13%	8%	14%	8%	10%	9%

BWF_q2. You said that where you work in which, if any, of the following ways do you think flexible working had/ has had an impact on the company you work for? (Please tick all that apply)

Unweighted base	764	384	380	54	148	175	259	128	179	102	71	114	189	29	80
Base: All working GB adults (excluding sole traders) whose business currently offers flexible working, or has offered flexible working in the past	764	397	367	83	193	173	196	119	172	118	72	109	191	39	64
Increased productivity	27%	24%	29%	25%	25%	30%	28%	24%	27%	24%	24%	29%	25%	23%	33%
Decreased productivity	5%	7%	4%	4%	5%	4%	8%	5%	5%	7%	5%	6%	6%	-	4%
Better work/ life balance	63%	63%	63%	49%	67%	66%	65%	61%	69%	65%	63%	53%	60%	73%	69%
Created tension between employees	16%	17%	14%	12%	16%	14%	19%	17%	18%	8%	19%	16%	18%	21%	12%
Reduced sickness absence	28%	28%	28%	24%	26%	30%	34%	23%	31%	31%	31%	19%	30%	26%	28%
Increased sickness absence	4%	4%	3%	8%	3%	2%	4%	4%	3%	6%	1%	3%	4%	4%	4%
Higher staff morale	42%	40%	44%	50%	42%	42%	43%	36%	38%	40%	37%	43%	46%	36%	50%
Lower staff morale	6%	6%	6%	8%	6%	5%	7%	6%	6%	7%	4%	5%	6%	11%	7%
None of these	5%	4%	5%	11%	1%	5%	5%	4%	3%	6%	7%	5%	6%	-	1%
Don't know	10%	11%	8%	3%	15%	11%	7%	9%	10%	11%	7%	13%	9%	2%	13%

YouGov / Wolters Kluwer UK

Flexible Working

GB Sample : 19th - 20th March 2014

Total	Gender		Age					Region						
Base	Male	Female	18-24	25-34	35-44	45-54	55+	North	Midlands	East	London	South	Wales	Scotland

Which, if any, of the following apply to you? (Please tick all that apply)

Unweighted base	1243	612	631	95	241	267	396	244	303	185	114	184	277	45	135
Base: All working GB adults (excluding sole traders)	1261	642	620	131	316	276	317	221	305	220	111	174	283	59	109
I have 1 or more children aged 16 or younger	28%	28%	27%	3%	29%	54%	29%	6%	30%	27%	30%	17%	30%	28%	32%
I have 1 or more disabled children aged 18 or younger	1%	2%	1%	2%	1%	3%	0%	-	1%	1%	-	2%	2%	-	1%
I am a full or part-time unpaid carer of 1 or more adults (aged 18 or over)	3%	2%	3%	4%	2%	1%	3%	5%	3%	2%	1%	5%	1%	6%	2%
None of these	69%	70%	69%	92%	69%	44%	68%	90%	67%	71%	69%	77%	69%	66%	66%
Net: Yes	31%	30%	31%	8%	31%	56%	32%	10%	33%	29%	31%	23%	31%	34%	34%

Have you **ever** requested flexible working where you currently work? (If you have made more than one flexible working request, please think about your most recent request)

Unweighted base	1243	612	631	95	241	267	396	244	303	185	114	184	277	45	135
Base: All working GB adults (excluding sole traders)	1261	642	620	131	316	276	317	221	305	220	111	174	283	59	109
Yes, I have made a flexible working request and it was accepted by my employer	22%	18%	27%	18%	21%	25%	24%	19%	24%	20%	26%	21%	20%	19%	26%
Yes, I have made a flexible working request, but it was turned down by my employer	4%	3%	5%	3%	4%	6%	5%	2%	5%	6%	1%	6%	1%	10%	6%
No, I have never made a flexible working request where I currently work	69%	74%	63%	69%	69%	64%	68%	74%	65%	67%	68%	69%	76%	65%	64%
Don't know/ can't recall	5%	5%	5%	10%	6%	4%	3%	5%	6%	8%	5%	4%	3%	5%	3%

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Base	Male	Female	18-24	25-34	35-44	45-54	55+	North	Midlands	East	London	South	Wales	Scotland

Which, if any, of the following are reasons why you haven't made a flexible working request where you currently work? (Please tick all that apply)

Unweighted base	832	438	394	68	159	170	253	182	198	120	80	121	197	28	88
Base: All working GB adults (excluding sole traders) who have not made a flexible working request	865	475	390	91	220	177	215	162	198	147	76	120	216	39	70
I'm happy with my current arrangements	55%	55%	55%	51%	51%	59%	57%	55%	47%	58%	67%	63%	48%	71%	55%
Money/ financial implications	13%	14%	13%	17%	12%	19%	12%	10%	14%	12%	14%	16%	11%	15%	16%
It's not practical for my life style	9%	10%	6%	14%	9%	5%	7%	10%	9%	8%	8%	11%	9%	-	7%
I prefer not to ask in the current economic climate	5%	6%	5%	9%	5%	5%	7%	2%	5%	5%	6%	5%	7%	2%	3%
I don't think my request would be accepted	22%	22%	22%	23%	22%	19%	24%	21%	24%	17%	22%	23%	22%	28%	20%
I'm not sure I can request flexible working	12%	11%	14%	18%	16%	9%	10%	10%	14%	14%	8%	10%	14%	6%	8%
I didn't really know what flexible working was before I took this survey	2%	2%	2%	5%	4%	0%	1%	2%	2%	3%	-	1%	2%	4%	4%
Other (Please see tab Q5 Other)	8%	6%	10%	10%	6%	8%	7%	10%	10%	5%	7%	4%	11%	1%	9%
Don't know	4%	5%	2%	7%	3%	4%	4%	2%	5%	5%	2%	2%	4%	1%	1%

How likely, if at all, do you think you will be to request flexible working once the change in legislation comes into force?

Unweighted base	1243	612	631	95	241	267	396	244	303	185	114	184	277	45	135
Base: All working GB adults (excluding sole traders)	1261	642	620	131	316	276	317	221	305	220	111	174	283	59	109
Very likely	11%	8%	13%	7%	11%	10%	12%	11%	10%	10%	9%	10%	11%	13%	14%
Fairly likely	15%	14%	17%	25%	16%	12%	15%	14%	14%	18%	16%	19%	15%	10%	10%
Not very likely	32%	34%	29%	34%	38%	32%	29%	26%	33%	34%	28%	34%	28%	37%	29%
Not at all likely	28%	30%	27%	18%	15%	31%	33%	43%	26%	26%	35%	21%	34%	24%	34%
Don't know	14%	14%	14%	17%	20%	16%	11%	6%	17%	12%	13%	17%	12%	16%	12%

Total	Gender		Age					Region						
Base	Male	Female	18-24	25-34	35-44	45-54	55+	North	Midlands	East	London	South	Wales	Scotland

You said that you are Which, if any, of the following are reasons for this? (Please tick all that apply)

Unweighted base	759	390	369	50	128	170	238	173	183	107	73	106	175	27	88
Base: All working GB adults (excluding sole traders) who say they are not very likely/ not at all likely to request flexible working once the change in legislation comes into place	754	409	346	68	168	172	195	151	179	131	69	95	176	36	69
I'm happy with my current arrangements	63%	66%	61%	65%	64%	63%	60%	67%	62%	68%	75%	56%	60%	78%	60%
Money/ financial implications	16%	15%	16%	20%	18%	16%	14%	11%	15%	8%	22%	25%	16%	15%	12%
It's not practical for my life style	7%	8%	6%	6%	8%	4%	7%	8%	5%	2%	9%	7%	9%	5%	12%
Prefer not to ask in the current economic climate	8%	10%	5%	18%	7%	5%	9%	6%	10%	4%	5%	12%	8%	10%	6%
I don't think my request would be accepted	21%	18%	25%	17%	20%	23%	25%	18%	20%	25%	18%	19%	22%	15%	26%
Other (Please see tab Q7 Other)	8%	8%	7%	10%	8%	9%	6%	9%	10%	4%	4%	10%	11%	1%	6%
Don't know	2%	1%	3%	4%	-	2%	1%	3%	1%	3%	2%	1%	2%	1%	1%