

CIPD

Benefits of flexible working for employees

Whether it's enhanced health, childcare or work-life balance, employees frequently cite the following reasons for working flexibly:



Enhanced job satisfaction

Those working flexibly are shown to have a higher level of job satisfaction when compared with those who do not work flexibly.

Better health

Flexible working allows employees to manage disability and long-term health conditions, and can support mental health and reduce stress.

Decreased chance of burnout

Flexible working can reduce job–life spillover, particularly for entry-level roles.

Improved work-life balance

Flexible working arrangements can help people balance their work with other life priorities, whether it's moving house, starting a family or taking on care responsibilities.

Adaptability and openness

Employees of organisations that offer flexible working arrangements tend to find themselves in a more agile, responsive culture that is open to new ideas and concepts.

Greater access to job market

Due to the need to juggle other priorities, some jobseekers can find access to work difficult. Roles allowing for flexible working can offer previously unavailable options and opportunities.

Diversity and collaboration

Different flexible working arrangements such as job sharing or shift-swapping can help bring different people together and create opportunities to collaborate.

Increased motivation and productivity

Better control of when and how they work through flexible working arrangements, alongside the wellbeing benefits, can deliver increased motivation for employees. Some arrangements can allow employees to align their work with when and where they are at their most productive.