



# The new world of work: flexible remote and hybrid



**MAKING**  
WORK  
**WORK**

for Women Returners

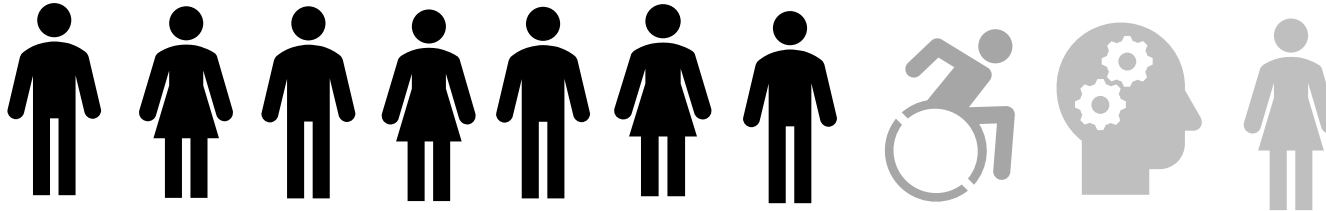


# Today's session

1. The world has changed: work in the post-Covid era
2. What do we mean by “flexible working”?
3. What are the benefits to employees and employers of flexible working?
4. How can flexible working help employers unlock untapped talent? Case study: women returners
5. Additional resources

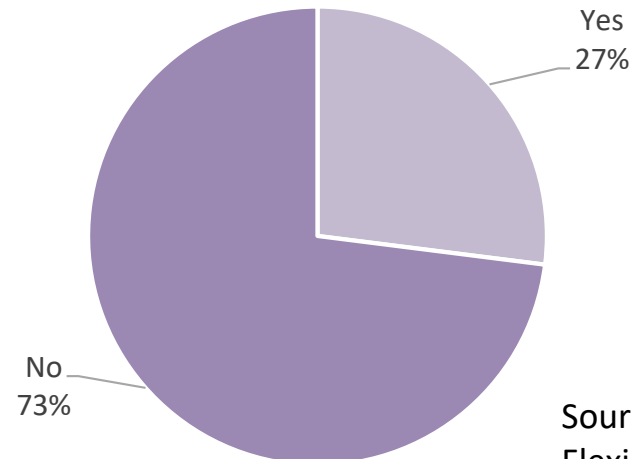


# COVID has changed the world of work – but who is still excluded?



- As many people are working flexibly (70%) as jobs which are NOT advertised as open to flexible working.
- The same amount of people would like to work flexibly.
- 60% of Scottish workers worked flexibly during lockdowns, so it can be done.

Job ads: 3 in 10 jobs advertised as open to flex



Sources:  
Flexibility Works, 2021  
Timewise, 2021

# Types of “non-standard” working

## When

- Part-time (days or week)
- Flexi-time / core hours
- Annualised hours / term-time working
- Compressed hours (eg 9 day fortnight; 4 day week)
- Staggered hours /shifts

## Where

- Remote working
- Working from home
- Hub working
- Hybrid

## How

- Job share
- Zero hours contract
- Leave arrangements
- Total flexibility
- Time limited contract
- Self employment

# Benefits to employees of flexible working

- Might be the difference between working or not working at all
- Offers staff autonomy over hours > enables work to fit around other commitments (eg children, caring)
- Promotes a healthy work-life balance > reduces stress and burnout > fewer sick days
- Enables staff to more easily manage disabilities, illness or energy levels (eg menopause symptoms)
- Contributes to a culture where staff feel valued > better staff wellbeing
- Remote and hybrid working reduce cost and environmental impact of commuting
- Phase in or out (eg on return from maternity leave or prior to retirement)

# Benefits to employers of flexible working

- Offers staff autonomy over hours > builds trust > increased productivity
- Get more out of staff: greater focus (eg in fewer hours) > productivity
- Promotes a healthy work-life balance > reduces stress and burnout > fewer sick days, greater retention
- Staff feel valued > better job satisfaction > greater commitment
- Flexibility to deploy resources when needed (eg more staff at peak hours)
- An ability to accommodate a wider diversity of working patterns > improves diversity of thinking, profitability and impact
- Recruitment benefits: attracts talent from a wider pool (skills and location), contributes to employer brand
- Environmental benefits and cost-efficiency of remote and hybrid working

# From the employers

“The key thing is recognition by our management team that flexibility can work. Now people recognise that it is doable, and it is about output rather than time and location.”

City Building

“Post covid, I think everything’s on the table, everything’s up for discussion with anyone. We can be even more flexible.”

& SMITH business services

“It’s breaking that mindset, isn’t it? We’ve shown that we can work round people and work round different hours. It has equalised things between our academic and operational staff.”

The Open University in Scotland

“If we can’t give flexibility to them, how do we remain attractive as an employer? We will have to start thinking about answers before we have retention issues in future years.”

A large public sector body

# Scotland's most flexible employers (2022)



## Top 10 Flexible Employers





# Unlocking untapped talent: women returners

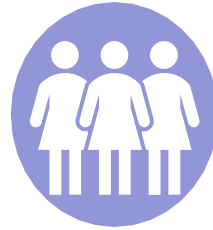
- Not all mums
- Reason for career break often doesn't disappear
- Experienced, skilled, but excluded
- Engaged, enthusiastic
- Confidence ≠ competence
- [www.makingworkwork.scot/organisations](http://www.makingworkwork.scot/organisations)



# Making Work Work is different to other women returners programmes



Geographical spread: we work Scotland -wide



Leadership: empowering women to make change



Sector agnostic: we support them to choose the right sector



Connection: sharing our networks, building theirs



Values-led and purpose-driven: social businesses supporting their fulfilment



Peer-led and peer support: lasting help beyond the programme

# Working together to support women returners



## Referrals

Can you help us find women participants? Do you work with women or have women in your networks who are eligible for Making Work Work?

Can you help us spread the word?



## Next Steps

Your organisation may be able to support our women as they leave our programme, for example through job opportunities, further education or training, additional employability support, or volunteering.



## Education

We are keen to spread the word about the incredible talent pool of women returners. The Making Work Work team is available to speak to organisations about women returners. We can help your team reflect, improve and share practice on women returners, flexible working and gender equality through focus groups, training and workshops.

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for Women Returners

# Finding or advertising flexible, hybrid and remote roles



- [Flexible Working Scotland](#) is a uniquely Scotland-focused supportive community of jobs, help and info.
- More here: <https://medium.com/@Flexibleworkingscotland/where-to-find-flexible-work-in-scotland-e297d068ad9b>

# Concluding remarks

- Flexible working is for more people than mums – it can make the difference between working or not
- Flexible working has advantages for employees and employers
- In a tight labour market, offering flex could make the difference to which candidates and talent are accessible/employer brand
- One size doesn't fit all – communication is key
- Some sectors are harder to flex, but sometimes all that is needed is support, predictability and humanity



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