























Fieldwork: 30th August - 2nd September

Total	Work industry								
	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Finance and Accounting

Which, if any, of the following do you think are common pressures that currently exist for your organisation/ business?

	520	34	55	75	13	12	8	3	62	62
<b>Base: Senior decision makers in GB businesses</b>										
High level of regulation	38%	59%	22%	16%	46%	33%	88%	-	24%	66%
Competition from other British based businesses	38%	53%	42%	32%	15%	8%	25%	-	31%	42%
High cost of goods/ services required to produce output (e.g. expensive rent, utilities etc.)	29%	21%	15%	21%	31%	8%	38%	-	26%	24%
Employee stress	26%	38%	29%	17%	38%	17%	63%	-	23%	35%
Competition from overseas/ global businesses	22%	15%	27%	23%	15%	17%	-	-	8%	24%
Lack of relevant skills available in the GB workforce	21%	26%	27%	13%	31%	17%	50%	-	16%	23%
High costs of wages in Great Britain	21%	24%	22%	5%	23%	25%	13%	-	18%	19%
Sickness absence	20%	26%	15%	9%	46%	25%	38%	-	15%	13%
Ageing workforce	16%	15%	15%	7%	23%	17%	38%	-	8%	16%
Decreasing global or domestic demand for services/ products	14%	15%	16%	19%	8%	17%	13%	-	13%	8%
Global stock market volatility (e.g. financial crises)	13%	12%	13%	15%	8%	8%	-	-	10%	26%
Unhealthy staff lifestyle	12%	18%	7%	7%	8%	17%	38%	-	11%	8%
High cost of imports into Great Britain	8%	-	7%	4%	8%	-	-	-	2%	-
Rising chronic health conditions	5%	9%	5%	1%	15%	-	13%	-	5%	3%
None of these	10%	6%	9%	17%	8%	25%	-	67%	16%	11%
Don't know	3%	-	-	7%	-	-	-	33%	6%	-

Fieldwork: 30th August - 2nd September

Total	Company annual turnover					
	First year of trading	Less than £999,999	£1 million to £ 9.9 million	£ 10 million +	Don't know	Prefer not to answer

Which, if any, of the following do you think are common pressures that currently exist for your organisation/ business?

	520	14	168	115	141	33	49
<b>Base: Senior decision makers in GB businesses</b>							
High level of regulation	38%	50%	29%	44%	52%	30%	20%
Competition from other British based businesses	38%	29%	32%	49%	44%	27%	24%
High cost of goods/ services required to produce output (e.g. expensive rent, utilities etc.)	29%	36%	22%	37%	33%	27%	22%
Employee stress	26%	14%	15%	29%	37%	39%	22%
Competition from overseas/ global businesses	22%	21%	17%	17%	36%	27%	8%
Lack of relevant skills available in the GB workforce	21%	29%	13%	26%	32%	12%	6%
High costs of wages in Great Britain	21%	29%	15%	24%	28%	6%	18%
Sickness absence	20%	14%	14%	22%	29%	21%	12%
Ageing workforce	16%	-	17%	14%	22%	9%	12%
Decreasing global or domestic demand for services/ products	14%	-	19%	11%	13%	15%	6%
Global stock market volatility (e.g. financial crises)	13%	14%	10%	10%	20%	21%	4%
Unhealthy staff lifestyle	12%	7%	8%	14%	17%	15%	6%
High cost of imports into Great Britain	8%	7%	7%	13%	6%	6%	4%
Rising chronic health conditions	5%	-	7%	2%	6%	6%	2%
None of these	10%	7%	13%	6%	2%	21%	20%
Don't know	3%	7%	2%	1%	1%	6%	10%

Fieldwork: 30th August - 2nd September

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

Which ONE of the following statements BEST applies to the organisation/ business you work for?

**Base: Senior decision makers in GB businesses but not sole traders**

	401	293	108	4	46	76	119	156	68	49	43	78	118	13	32
In general, the organisation/ business I work for strongly encourages flexible working as an option for employees [5]	15%	15%	16%	75%	20%	13%	16%	13%	7%	12%	19%	29%	14%	8%	6%
In general, the organisation/ business I work for tends to encourage flexible working as an option for employees [4]	23%	24%	20%	25%	28%	22%	24%	20%	29%	27%	21%	21%	22%	15%	16%
In general, the organisation/ business I work for neither encourages nor discourages flexible working as an option for employees [3]	32%	32%	32%	-	20%	26%	34%	38%	31%	31%	30%	27%	36%	54%	25%
In general, the organisation/ business I work for tends to discourage flexible working as an option for employees [2]	14%	15%	11%	-	9%	16%	16%	13%	19%	12%	14%	10%	13%	-	22%
In general, the organisation/ business I work for strongly discourages flexible working as an option for employees [1]	14%	13%	19%	-	20%	18%	9%	15%	12%	16%	14%	10%	13%	23%	28%
Don't know	2%	2%	2%	-	4%	4%	1%	1%	1%	2%	2%	3%	2%	-	3%
<b>Net: Encourage</b>	38%	39%	36%	100%	48%	36%	40%	33%	37%	39%	40%	50%	36%	23%	22%
<b>Net: Discourage</b>	28%	27%	30%	-	28%	34%	25%	28%	31%	29%	28%	21%	25%	23%	50%
<b>Mean</b>	3.12	3.15	3.04	4.75	3.20	2.96	3.22	3.05	3.01	3.06	3.17	3.50	3.13	2.85	2.48

Fieldwork: 30th August - 2nd September

Total	Company size			Work industry					
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250 or more employees)	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy

Which ONE of the following statements BEST applies to the organisation/ business you work for?

**Base: Senior decision makers in GB businesses but not sole traders**

	401	196	98	107	67	44	50	57	23	2
In general, the organisation/ business I work for strongly encourages flexible working as an option for employees [5]	15%	18%	13%	12%	12%	5%	20%	11%	13%	100%
In general, the organisation/ business I work for tends to encourage flexible working as an option for employees [4]	23%	25%	19%	22%	19%	16%	18%	28%	9%	-
In general, the organisation/ business I work for neither encourages nor discourages flexible working as an option for employees [3]	32%	29%	41%	30%	36%	32%	26%	28%	43%	-
In general, the organisation/ business I work for tends to discourage flexible working as an option for employees [2]	14%	13%	10%	18%	12%	25%	12%	23%	9%	-
In general, the organisation/ business I work for strongly discourages flexible working as an option for employees [1]	14%	13%	13%	17%	19%	20%	18%	11%	26%	-
Don't know	2%	2%	3%	2%	1%	2%	6%	-	-	-
<b>Net: Encourage</b>	38%	43%	33%	34%	31%	20%	38%	39%	22%	100%
<b>Net: Discourage</b>	28%	27%	23%	35%	31%	45%	30%	33%	35%	-
<b>Mean</b>	3.12	3.22	3.09	2.94	2.92	2.58	3.11	3.05	2.74	5.00

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Total	Work industry								
	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Finance and Accounting

Which ONE of the following statements BEST applies to the organisation/ business you work for?

**Base: Senior decision makers in GB businesses but not sole traders**

	401	32	49	21	7	6	6	2	35	59
In general, the organisation/ business I work for strongly encourages flexible working as an option for employees [5]	15%	9%	33%	14%	43%	33%	-	-	11%	14%
In general, the organisation/ business I work for tends to encourage flexible working as an option for employees [4]	23%	25%	39%	14%	14%	50%	-	50%	26%	27%
In general, the organisation/ business I work for neither encourages nor discourages flexible working as an option for employees [3]	32%	34%	18%	57%	43%	17%	33%	-	37%	27%
In general, the organisation/ business I work for tends to discourage flexible working as an option for employees [2]	14%	16%	4%	10%	-	-	50%	-	9%	22%
In general, the organisation/ business I work for strongly discourages flexible working as an option for employees [1]	14%	16%	4%	5%	-	-	17%	50%	11%	10%
Don't know	2%	-	2%	-	-	-	-	-	6%	-
<b>Net: Encourage</b>	38%	34%	71%	29%	57%	83%	-	50%	37%	41%
<b>Net: Discourage</b>	28%	31%	8%	14%	-	-	67%	50%	20%	32%
<b>Mean</b>	3.12	2.97	3.94	3.24	4.00	4.17	2.17	2.50	3.18	3.12

Fieldwork: 30th August - 2nd September

Total	Company annual turnover					
	First year of trading	Less than £999,999	£1 million to £ 9.9 million	£ 10 million +	Don't know	Prefer not to answer

Which ONE of the following statements BEST applies to the organisation/ business you work for?

**Base: Senior decision makers in GB businesses but not sole traders**

	401	4	99	113	138	22	25
In general, the organisation/ business I work for strongly encourages flexible working as an option for employees [5]	15%	50%	29%	6%	12%	9%	24%
In general, the organisation/ business I work for tends to encourage flexible working as an option for employees [4]	23%	25%	24%	24%	21%	27%	16%
In general, the organisation/ business I work for neither encourages nor discourages flexible working as an option for employees [3]	32%	-	27%	30%	36%	36%	36%
In general, the organisation/ business I work for tends to discourage flexible working as an option for employees [2]	14%	25%	10%	15%	17%	9%	8%
In general, the organisation/ business I work for strongly discourages flexible working as an option for employees [1]	14%	-	9%	23%	12%	14%	8%
Don't know	2%	-	-	2%	2%	5%	8%
<b>Net: Encourage</b>	38%	75%	54%	30%	33%	36%	40%
<b>Net: Discourage</b>	28%	25%	19%	38%	29%	23%	16%
<b>Mean</b>	3.12	4.00	3.55	2.75	3.03	3.10	3.43