

YouGov / HR Media Survey Results

Sample size: 520 senior decision makers across all sizes of GB businesses

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

Overall, how important, if at all, would you say the health of your workforce is to the success of your organisation/business?

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
Very important [4]	59%	60%	57%	25%	57%	46%	58%	68%	54%	47%	74%	55%	64%	62%	56%
Fairly important [3]	36%	35%	37%	75%	33%	45%	37%	31%	44%	41%	26%	41%	31%	31%	31%
Not very important [2]	4%	4%	5%	-	9%	8%	4%	1%	1%	12%	-	3%	3%	8%	9%
Not at all important [1]	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1%	1%	1%	-	2%	1%	1%	-	-	-	-	1%	1%	-	3%
Net: Important	95%	95%	94%	100%	89%	91%	95%	99%	99%	88%	100%	96%	96%	92%	88%
Net: Unimportant	4%	4%	5%	-	9%	8%	4%	1%	1%	12%	-	3%	3%	8%	9%
Mean	3.55	3.56	3.53	3.25	3.49	3.39	3.54	3.67	3.53	3.35	3.74	3.53	3.62	3.54	3.48

YouGov / HR Media Survey Results

Sample size: 520 senior decision makers across all sizes of GB businesses

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

Overall, how important, if at all, would you say the health of your workforce is to the success of your organisation/business?

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

	401	196	98	107	67	44	50	57	23	2
Very important [4]	59%	53%	66%	64%	54%	64%	54%	74%	74%	50%
Fairly important [3]	36%	40%	33%	31%	43%	25%	42%	23%	17%	50%
Not very important [2]	4%	6%	1%	5%	3%	9%	2%	4%	9%	-
Not at all important [1]	-	-	-	-	-	-	-	-	-	-
Don't know	1%	1%	-	1%	-	2%	2%	-	-	-
Net: Important	95%	93%	99%	94%	97%	89%	96%	96%	91%	100%
Net: Unimportant	4%	6%	1%	5%	3%	9%	2%	4%	9%	-
Mean	3.55	3.48	3.65	3.59	3.51	3.56	3.53	3.70	3.65	3.50

YouGov / HR Media Survey Results

Sample size: 520 senior decision makers across all sizes of GB businesses

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

Overall, how important, if at all, would you say the health of your workforce is to the success of your organisation/business?

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

	401	32	49	21	7	6	6	2	35	59
Very important [4]	59%	41%	55%	62%	71%	33%	67%	100%	57%	73%
Fairly important [3]	36%	50%	45%	38%	29%	67%	33%	-	31%	24%
Not very important [2]	4%	9%	-	-	-	-	-	-	9%	3%
Not at all important [1]	-	-	-	-	-	-	-	-	-	-
Don't know	1%	-	-	-	-	-	-	-	3%	-
Net: Important	95%	91%	100%	100%	100%	100%	100%	100%	89%	97%
Net: Unimportant	4%	9%	-	-	-	-	-	-	9%	3%
Mean	3.55	3.31	3.55	3.62	3.71	3.33	3.67	4.00	3.50	3.69

YouGov / HR Media Survey Results

Sample size: 520 senior decision makers across all sizes of GB businesses

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

Overall, how important, if at all, would you say the health of your workforce is to the success of your organisation/ business?

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

	401	4	99	113	138	22	25
Very important [4]	59%	100%	55%	58%	61%	50%	72%
Fairly important [3]	36%	-	41%	35%	34%	50%	20%
Not very important [2]	4%	-	3%	5%	4%	-	8%
Not at all important [1]	-	-	-	-	-	-	-
Don't know	1%	-	1%	1%	1%	-	-
Net: Important	95%	100%	96%	94%	95%	100%	92%
Net: Unimportant	4%	-	3%	5%	4%	-	8%
Mean	3.55	4.00	3.52	3.54	3.57	3.50	3.64

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, if any, of the following employee benefits does your organisation/ business offer to its workforce?

	401	293	108	4	46	76	119	156	68	49	43	78	118	13	32
Base: Senior decision makers in GB businesses but not sole traders															
Pension scheme	49%	54%	34%	-	41%	49%	50%	52%	51%	49%	49%	45%	53%	31%	47%
Time to attend health appointments during working hours (e.g. doctors appointment, to see the dentist, physio, etc.)	47%	47%	48%	-	46%	49%	50%	47%	44%	43%	60%	42%	46%	62%	56%
Free/ subsidised health insurance plan (e.g. private medical insurance, health cash plan, dental insurance, optical insurance, etc.)	35%	38%	28%	-	41%	34%	36%	35%	35%	22%	28%	45%	41%	8%	34%
Flexible working hours	33%	32%	37%	25%	26%	41%	37%	29%	31%	35%	33%	40%	34%	38%	19%
Cycle to work scheme	22%	23%	19%	-	30%	20%	25%	19%	12%	20%	23%	31%	25%	15%	16%
Childcare vouchers	22%	22%	22%	-	24%	36%	22%	15%	21%	18%	23%	31%	19%	8%	22%
Healthy eating options at work (i.e. in a canteen)	16%	15%	18%	-	11%	20%	18%	14%	10%	14%	16%	23%	15%	23%	9%
Counselling service	16%	16%	15%	25%	24%	16%	13%	15%	10%	14%	12%	21%	19%	8%	13%
Free/ subsidised gym membership	15%	17%	10%	-	26%	11%	15%	15%	9%	8%	14%	28%	14%	23%	9%
Buy/ sell paid holiday entitlement	13%	16%	7%	25%	4%	12%	15%	15%	7%	12%	12%	17%	18%	15%	6%
Health screening	13%	15%	7%	25%	15%	16%	10%	13%	10%	10%	16%	14%	15%	8%	9%
Retail/ leisure discount	12%	14%	6%	-	15%	11%	12%	12%	7%	14%	16%	14%	14%	-	3%
Flu vaccinations	12%	13%	7%	-	13%	12%	13%	11%	10%	10%	12%	19%	12%	-	3%
Nutritional/ wellbeing advice	6%	7%	4%	25%	11%	9%	4%	4%	3%	6%	5%	8%	8%	8%	3%
Onsite occupational therapist	5%	6%	3%	-	15%	4%	3%	4%	9%	4%	2%	8%	4%	-	3%
Online health assessment	4%	4%	5%	-	9%	1%	4%	4%	1%	4%	2%	6%	4%	-	6%
Alternative therapies	3%	2%	4%	-	7%	3%	1%	3%	1%	4%	-	4%	4%	-	-
Onsite doctor/ physio	3%	3%	2%	-	7%	1%	3%	2%	3%	2%	2%	4%	3%	-	-
Other	2%	2%	2%	-	2%	3%	2%	3%	1%	4%	2%	3%	1%	-	6%
Not applicable - No employee benefits are offered	20%	19%	22%	25%	20%	18%	15%	24%	22%	18%	26%	12%	22%	15%	25%

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, if any, of the following employee benefits does your organisation/ business offer to its workforce?

	401	196	98	107	67	44	50	57	23	2
Base: Senior decision makers in GB businesses but not sole traders										
Pension scheme	49%	24%	55%	89%	61%	36%	28%	72%	30%	100%
Time to attend health appointments during working hours (e.g. doctors appointment, to see the dentist, physio, etc.)	47%	37%	52%	63%	46%	52%	30%	65%	35%	100%
Free/ subsidised health insurance plan (e.g. private medical insurance, health cash plan, dental insurance, optical insurance, etc.)	35%	18%	42%	61%	31%	20%	18%	60%	22%	100%
Flexible working hours	33%	27%	33%	46%	27%	23%	26%	47%	30%	100%
Cycle to work scheme	22%	5%	34%	43%	16%	11%	14%	42%	17%	50%
Childcare vouchers	22%	6%	23%	50%	16%	18%	10%	33%	22%	100%
Healthy eating options at work (i.e. in a canteen)	16%	5%	15%	36%	18%	5%	6%	23%	26%	100%
Counselling service	16%	4%	10%	43%	10%	14%	6%	23%	17%	100%
Free/ subsidised gym membership	15%	5%	16%	34%	15%	2%	2%	33%	26%	50%
Buy/ sell paid holiday entitlement	13%	3%	10%	36%	12%	14%	4%	26%	9%	100%
Health screening	13%	2%	12%	34%	16%	9%	4%	23%	9%	100%
Retail/ leisure discount	12%	3%	9%	32%	4%	9%	16%	25%	17%	50%
Flu vaccinations	12%	3%	14%	25%	10%	5%	2%	23%	9%	-
Nutritional/ wellbeing advice	6%	2%	6%	15%	6%	-	-	11%	9%	-
Onsite occupational therapist	5%	2%	2%	15%	4%	5%	2%	11%	-	50%
Online health assessment	4%	1%	4%	9%	4%	2%	2%	4%	4%	100%
Alternative therapies	3%	1%	3%	6%	3%	2%	2%	2%	-	50%
Onsite doctor/ physio	3%	1%	-	8%	4%	2%	2%	7%	-	-
Other	2%	2%	3%	3%	1%	2%	-	2%	4%	-
Not applicable - No employee benefits are offered	20%	36%	9%	1%	21%	32%	34%	12%	13%	-

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 employee benefits does your organisation/ business offer to its workforce?

	401	32	49	21	7	6	6	2	35	59
Base: Senior decision makers in GB businesses but not sole traders										
Pension scheme	49%	41%	45%	62%	57%	17%	67%	-	51%	73%
Time to attend health appointments during working hours (e.g. doctors appointment, to see the dentist, physio, etc.)	47%	38%	45%	76%	43%	33%	33%	-	49%	66%
Free/ subsidised health insurance plan (e.g. private medical insurance, health cash plan, dental insurance, optical insurance, etc.)	35%	31%	37%	52%	43%	-	33%	-	51%	61%
Flexible working hours	33%	41%	39%	29%	-	50%	50%	-	37%	49%
Cycle to work scheme	22%	19%	16%	38%	14%	33%	50%	-	23%	42%
Childcare vouchers	22%	31%	14%	29%	14%	17%	-	-	37%	36%
Healthy eating options at work (i.e. in a canteen)	16%	6%	12%	33%	14%	-	17%	-	23%	25%
Counselling service	16%	9%	10%	14%	29%	33%	33%	-	31%	25%
Free/ subsidised gym membership	15%	16%	6%	19%	14%	17%	-	-	26%	34%
Buy/ sell paid holiday entitlement	13%	9%	14%	14%	14%	17%	-	-	11%	29%
Health screening	13%	13%	6%	10%	14%	-	17%	-	20%	25%
Retail/ leisure discount	12%	-	12%	10%	-	17%	17%	-	11%	25%
Flu vaccinations	12%	9%	4%	10%	57%	-	17%	-	29%	22%
Nutritional/ wellbeing advice	6%	3%	6%	5%	57%	-	17%	-	9%	10%
Onsite occupational therapist	5%	-	4%	-	29%	-	17%	-	9%	12%
Online health assessment	4%	-	4%	-	14%	-	17%	-	6%	7%
Alternative therapies	3%	-	8%	-	-	17%	-	-	-	3%
Onsite doctor/ physio	3%	-	-	-	14%	-	-	-	3%	7%
Other	2%	3%	2%	10%	-	-	-	-	3%	2%
Not applicable - No employee benefits are offered	20%	19%	24%	10%	-	33%	-	100%	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, if any, of the following employee benefits does your organisation/ business offer to its workforce?

Base: Senior decision makers in GB businesses but not sole traders	401	4	99	113	138	22	25
Pension scheme	49%	-	14%	47%	82%	32%	36%
Time to attend health appointments during working hours (e.g. doctors appointment, to see the dentist, physio, etc.)	47%	50%	29%	48%	62%	55%	32%
Free/ subsidised health insurance plan (e.g. private medical insurance, health cash plan, dental insurance, optical insurance, etc.)	35%	-	11%	34%	60%	23%	20%
Flexible working hours	33%	75%	31%	24%	43%	41%	16%
Cycle to work scheme	22%	-	3%	16%	42%	27%	12%
Childcare vouchers	22%	-	6%	13%	41%	32%	12%
Healthy eating options at work (i.e. in a canteen)	16%	-	6%	8%	30%	23%	4%
Counselling service	16%	-	3%	4%	36%	18%	8%
Free/ subsidised gym membership	15%	25%	3%	7%	30%	27%	8%
Buy/ sell paid holiday entitlement	13%	-	4%	8%	28%	9%	4%
Health screening	13%	-	4%	5%	30%	-	-
Retail/ leisure discount	12%	-	3%	3%	28%	9%	8%
Flu vaccinations	12%	-	3%	9%	21%	18%	4%
Nutritional/ wellbeing advice	6%	-	6%	1%	11%	5%	8%
Onsite occupational therapist	5%	-	3%	1%	12%	5%	-
Online health assessment	4%	-	2%	1%	7%	5%	8%
Alternative therapies	3%	-	1%	4%	4%	-	-
Onsite doctor/ physio	3%	-	1%	-	7%	5%	-
Other	2%	-	3%	2%	2%	5%	-
Not applicable - No employee benefits are offered	20%	-	43%	19%	2%	23%	32%

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

	520	372	148	6	59	97	152	206	84	62	55	116	148	17	38
Base: Senior decision makers in GB businesses	520	372	148	6	59	97	152	206	84	62	55	116	148	17	38
High level of regulation	38%	42%	30%	17%	31%	31%	37%	46%	39%	34%	38%	33%	41%	59%	42%
Competition from other British based businesses	38%	39%	34%	17%	42%	30%	41%	38%	46%	35%	44%	31%	36%	35%	42%
High cost of goods/ services required to produce output (e.g. expensive rent, utilities etc.)	29%	27%	36%	-	24%	25%	35%	30%	31%	23%	29%	22%	32%	59%	34%
Employee stress	26%	26%	28%	33%	31%	32%	25%	23%	24%	24%	22%	25%	28%	24%	42%
Competition from overseas/ global businesses	22%	24%	18%	-	17%	22%	24%	23%	25%	18%	27%	19%	26%	18%	13%
Lack of relevant skills available in the GB workforce	21%	23%	15%	17%	27%	19%	18%	22%	20%	19%	11%	22%	24%	29%	18%
High costs of wages in Great Britain	21%	20%	23%	17%	25%	19%	22%	19%	24%	19%	18%	21%	21%	12%	24%
Sickness absence	20%	20%	21%	17%	32%	14%	23%	17%	23%	27%	16%	16%	17%	24%	29%
Ageing workforce	16%	18%	12%	-	17%	10%	15%	20%	20%	11%	22%	15%	14%	12%	24%
Decreasing global or domestic demand for services/ products	14%	15%	11%	17%	10%	11%	11%	18%	14%	11%	27%	9%	16%	12%	5%
Global stock market volatility (e.g. financial crises)	13%	13%	13%	17%	12%	8%	18%	12%	12%	10%	5%	15%	15%	29%	11%
Unhealthy staff lifestyle	12%	12%	11%	17%	14%	9%	13%	12%	17%	6%	11%	9%	13%	6%	18%
High cost of imports into Great Britain	8%	7%	8%	-	7%	5%	7%	10%	7%	13%	7%	4%	8%	6%	8%
Rising chronic health conditions	5%	4%	6%	-	14%	1%	6%	3%	6%	3%	5%	6%	2%	-	13%
None of these	10%	9%	12%	-	10%	11%	13%	7%	6%	11%	4%	13%	8%	6%	21%
Don't know	3%	3%	1%	17%	3%	6%	3%	0%	2%	3%	2%	5%	2%	-	-

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

	Total	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250 or more employees)	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy
Base: Senior decision makers in GB businesses	520	315	98	107	71	51	50	59	24	3
High level of regulation	38%	32%	44%	53%	54%	45%	22%	66%	46%	67%
Competition from other British based businesses	38%	33%	47%	42%	37%	57%	32%	41%	42%	67%
High cost of goods/ services required to produce output (e.g. expensive rent, utilities etc.)	29%	27%	37%	28%	45%	35%	40%	24%	50%	33%
Employee stress	26%	18%	36%	41%	18%	24%	34%	36%	21%	33%
Competition from overseas/ global businesses	22%	17%	24%	36%	46%	16%	18%	24%	17%	33%
Lack of relevant skills available in the GB workforce	21%	14%	31%	32%	24%	31%	8%	24%	13%	-
High costs of wages in Great Britain	21%	18%	27%	24%	30%	31%	20%	17%	29%	67%
Sickness absence	20%	14%	28%	31%	20%	25%	30%	12%	38%	33%
Ageing workforce	16%	14%	11%	29%	25%	27%	16%	17%	17%	-
Decreasing global or domestic demand for services/ products	14%	14%	14%	14%	14%	16%	12%	8%	13%	-
Global stock market volatility (e.g. financial crises)	13%	10%	16%	19%	15%	6%	12%	27%	4%	-
Unhealthy staff lifestyle	12%	9%	19%	15%	13%	12%	16%	8%	25%	-
High cost of imports into Great Britain	8%	7%	9%	7%	21%	8%	20%	-	4%	-
Rising chronic health conditions	5%	4%	5%	6%	4%	-	10%	3%	8%	-
None of these	10%	14%	4%	3%	3%	4%	4%	10%	4%	33%
Don't know	3%	3%	2%	1%	-	4%	4%	-	-	-

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
Base: Senior decision makers in GB businesses										
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
Base: Senior decision makers in GB businesses							
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%
Net: Encourage	38%	39%	36%	100%	48%	36%	40%	33%	37%	39%	40%	50%	36%	23%	22%
Net: Discourage	28%	27%	30%	-	28%	34%	25%	28%	31%	29%	28%	21%	25%	23%	50%
Mean	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%	-	-	-
Net: Encourage	38%	43%	33%	34%	31%	20%	38%	39%	22%	100%
Net: Discourage	28%	27%	23%	35%	31%	45%	30%	33%	35%	-
Mean	3.12	3.22	3.09	2.94	2.92	2.58	3.11	3.05	2.74	5.00

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 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%	-
Net: Encourage	38%	34%	71%	29%	57%	83%	-	50%	37%	41%
Net: Discourage	28%	31%	8%	14%	-	-	67%	50%	20%	32%
Mean	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%
Net: Encourage	38%	75%	54%	30%	33%	36%	40%
Net: Discourage	28%	25%	19%	38%	29%	23%	16%
Mean	3.12	4.00	3.55	2.75	3.03	3.10	3.43