

Your quick guide to:

The future of flexible working

Some experts think that we're reaching a tipping point in terms of the way we work. In their eyes, the traditional nine-to-five day will soon be a thing of the past. This guide looks briefly at the factors affecting our changing perception of working patterns.

What is driving our changing perception of working patterns?

Empathy

Can big businesses really empathise with the complex needs of every employee? Perhaps not, but experts think that businesses will need to empathise more to keep staff happy. Empathy, they believe, will be a prerequisite for motivation and productivity.

So, businesses need to understand the lifestyle pressures their employees face, and provide more flexible working arrangements to help release that pressure.

Technology

We're all well aware of how much easier remote working is becoming for many professions.

Some of us need little more than a computer with an internet connection, while those needing to connect to specific resources can normally do so remotely. Various software and digital innovations are making remote working increasingly practical.

Trust and respect

Increasingly, employees see an organisation that offers flexible working as an organisation that trusts them. If employees feel trusted, they will produce more – that's the view of those gazing into the future of working patterns.

The influence of freelancers

The freelance market in the UK and US is growing at an average of 3% per year.

As a result, permanent employees working in a more traditional pattern are taking note. So, businesses who want to retain permanent staff may have to be flexible to combat this.

Generation Y and Z expect flexibility

A great deal of evidence suggests that younger employees – Generation Y and Z – expect flexibility from their employers.

Follow us on:



Growing up in a world advocating bedroom entrepreneurs that have built global businesses, young people desire the same freedom and control over how they work. Especially with Generation Z, businesses will need to promote flexible working to attract them, let alone retain them.

What will flexible working look like in the future?

Some experts are already predicting drastic changes in the not-too-distant future.

Here are a few of the predictions:

- Presenteeism (attending work in spite of illness) will be non-existent
- Personal preferences will be taken into consideration when planning working patterns, not simply family or health issues
- Teams will be 'virtual' – connected by the projects they're working on rather than where they work
- Businesses will promote flexible working when attracting employees
- The standard number of working hours in the UK could be reduced. In France, the statutory working week is 35 hours, but France produces more per person than Britain or Germany
- Compressed hours – used often in the public sector, allowing employees to work longer and therefore fewer days – could become more prevalent
- Desks in offices will be shared, used more casually to accommodate a wider mix of transient employees

Flexible working is already in place, so really it's merely a question of how flexible UK businesses become. Some industries and employees are restricted by the nature of what they do, but for most of us, some sort of flexibility over when and where we work will become commonplace.

However, it would be dangerous to assume that a future of total flexibility is inevitable. Back in 2013, Yahoo CEO Marissa Mayer banned working from home, citing the need for physical collaboration that can only happen in person.

There is more than one theory on what a happy workplace in 2025 will look like.

If you're looking for a new role, [speak to one of our friendly consultants today.](#)

The banner is divided into three sections: 'Visit our website:' showing a laptop with the Tate website; 'Download our app:' showing a tablet and two smartphones displaying the Tate mobile app interface; and 'Read our other guides:' showing a stack of guides, including one titled 'The BEST EVERYWHERE All the time THE STATISTICAL REALITY'.

Follow us on:

