IMPROVING FLEXIBLE WORKING IN CONSTRUCTION
A one year programme by Timewise & Build UK

Why change is needed

£160 million lost per annum in sickness absence

Less than 15% female workers

87% of UK workers want to work flexibly vs. only 4% of site job adverts mention flex

Covid-19 testing remote working

Participating companies

Timewise
Build UK
Bam
Nuttall
Skanska
Willmott Dixon
What?
Our programme will explore:

- **Options for flexible working:**
  How can site roles be done flexibly?

- **Shifting behaviours and culture:**
  How can we build trust & measure performance?

- **Developing site managers:**
  How do you manage flexible teams?

“**The world of work is changing. Flexible working is the future. So you can either get on board with it now, or be dragged into it in three years’ time.**”

When?

Autumn 2019 – research

2020 – workshops & pilots

Early 2021 – sharing insights

**Insights so far**

The industry needs to rethink its approach:

1. **Significant unmet demand for flexible working**
2. **Gap between flexible working policies and practice on site**
3. **Examples of good practice which can be shared sector-wide**

“I would have liked to work from home but we are not allowed to.”

“As I get closer to retirement I would love to work less...but can’t see it working.”

To find out more email Angela.Goldsmith@timewise.co.uk

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1. The Health and Safety Executive Construction Statistics in Great Britain, 31st October 2018
   [https://457f2b39-509f-437e-9295-7de053dd6bf1.filesusr.com/ugd/2ea9a4_1123897588094d4db915a481782c15bc.pdf](https://457f2b39-509f-437e-9295-7de053dd6bf1.filesusr.com/ugd/2ea9a4_1123897588094d4db915a481782c15bc.pdf)

2. Culture shift needed to drive a better gender balance in property and construction, Niki Fuchs, Jan 11 2018

3. Timewise Talent Imperative 2017 [https://timewise.co.uk/article/flexible-working-talent-imperative/](https://timewise.co.uk/article/flexible-working-talent-imperative/)

4. Timewise Flexible Job Index 2019 [https://timewise.co.uk/article/flexible-jobs-index/](https://timewise.co.uk/article/flexible-jobs-index/)