

IMPROVING FLEXIBLE WORKING IN CONSTRUCTION

A one year programme by Timewise & Build UK

Why change is needed

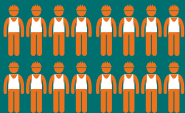


£160 million
lost per annum in
sickness absence¹

Less than **15%**
female workers²



87% of UK
workers want
to work flexibly³
vs. only **4%** of
site job adverts
mention flex⁴



Covid-19 testing
remote working



Participating
companies



SKANSKA



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."

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
2. Culture shift needed to drive a better gender balance in property and construction, Niki Fuchs, Jan 11 2018 <http://workplaceinsight.net/culture-shifts-needed-to-drive-a-better-gender-balance-in-property-and-construction/>
3. Timewise Talent Imperative 2017 <https://timewise.co.uk/article/flexible-working-talent-imperative/>
4. Timewise Flexible Job Index 2019 <https://timewise.co.uk/article/flexible-jobs-index/>