

# Just the facts.

## How are companies fostering flexible working policies & practices?

For companies operating amid the ongoing global pandemic, updated working policies are an inevitable necessity. Organizations are facing unpredictable changes to the workforce and sudden fluctuations in the business landscape, maintaining stability by implementing flexible working policies. Read on as we identify some of the key steps companies are taking to ensure their policies are as malleable as possible for the coming year.

[Learn More](#)

1

### Determining eligibility

Job functionality and role is a key determinant in whether an employee is eligible for flexible work. A majority (80%) of companies consider job requirements when determining eligibility for employee remote working. Almost half of them (49%) consider minimum performance standards, and nearly one-fifth consider job level.

2

### Updating policies

Three-quarters of companies describe the future-state philosophy for remote working as being a hybrid model that focuses on the local office while providing flexibility to work remotely. Approximately 18% of companies reported planning for 75%-100% of their workforce to fall into a balanced hybrid-working model post-pandemic.

3

### Simplifying employee contracts

While working conditions change, companies are anticipating employee contracts to stay the same. Almost three-quarters (73%) of companies will not adjust existing contracts for employees now eligible to work from home, and 63% of companies reported no plans to conduct formal negotiations with trade unions to define suitable agreements on flexible working. More than half of companies will not be adjusting pay for employees who relocate.

4

### Adapting benefits

To support a more remote workforce, 38% of companies report enhancing mental health benefits. Also, common for remote workers are adapted physical wellness programs and enhanced digital communication of benefit programs. These are being offered by 31% and 32% of respective companies.

5

### Collaborating for arrangements

Both employee choice and company policy go hand-in-hand when selecting flexible working schedules. Around 59% of organizations allow their employees to set their own schedules within established company boundaries, while one-third prescribe schedules at the company or managerial level.