



the expertise, the experience

the facts

Home & Flexible Working Research

National, Regional & Local Statistics on Home-Working

2008



1) National Statistics on Home-Working

Flexible working

- Over 700,000 employees and self-employed people work from home. In all, 2.2m people are involved in some form of flexible working.¹

Company attitudes

- **A 2006 national survey found that:**
 - ▶ 86% of companies did not attempt to measure the financial benefit to their business of home working.
 - ▶ 40% admitted it was not possible to measure the savings to a business of allowing home working
 - ▶ 31% relied on the judgment of the relevant manager in granting home-working
 - ▶ 8% claimed they could measure savings from home-working accurately
 - ▶ 52% sought to monitor the productivity of staff time spent at home
 - ▶ 54% operate with no formal policy in place for home workers.
 - ▶ 41% stated that home-based workers are easier to retain than office-based workers, with only 21 per cent disagreeing.
 - ▶ 56% companies advising that their home workers are able to develop their careers at the same pace as office-based staff, so not harming their career development prospects.
 - ▶ Of those companies formally monitoring productivity, 60% reported that company expectations with regard to home-worker productivity were largely or completely met with a further 32% reporting they were met to some extent.

Teleworkers

- Most homeworkers (2.4 million) used a telephone and computer to carry out their work (teleworkers). Of these, 2.1 million could not work from home without using both a telephone and a computer.³
- Most teleworkers are self-employed (62%). Some 41% of self-employed people, but only 4% of employees, were teleworkers in spring 2005.⁴
- There has been a rise of over 150% in the number of teleworkers since 1997. Then, teleworkers made up 40% of homeworkers. By 2005 this had risen to 77%. As a percentage of the total workforce, teleworkers represented 8% in 2005, double the 4% they had done in 1997.

Positives and barriers

- Clearly more research is needed to measure the impact on the economy, and analyse the efficiencies it brings, of home and flexible working.
- Positives of home-working include:
 - ▶ Increase in productivity – reduces the interruptions of office life and eliminates commutes.
 - ▶ Can be a valuable recruitment and retention tool.
 - ▶ Lower spatial demands for a business
 - ▶ Revitalizes local communities, particularly rural ones
- To harness these, businesses must:
 - ▶ Invest in home working technology
 - ▶ Ensure duty of care responsibilities and Health & Safety are adhered to as these extend to home-based employees
 - ▶ Establish clear engagement between line managers and home workers

■ Barriers to home working⁵:

- ▶ Higher insurance costs for home workers, despite increased home security
- ▶ Mortgage lenders viewing home working with suspicion
- ▶ Taxation of home workers' use of residence as office
- ▶ Home workers avoiding such problems by hiding their activities from authorities
- ▶ Poorer workers excluded from home-working through lack of access to the latest technology

2) Regional Statistics on Home-Working

	Homeworkers –thousands	Homeworkers - % of emp	Of which, no of Teleworkers	Teleworkers - % of emp
North East	85	8	62	6
North West	279	9	210	7
Yorkshire & Humberside	218	9	165	7
East Midlands	232	11	178	9
West Midlands	259	10	193	8
East	339	12	270	10
London	413	12	335	10
South East	565	12	443	11
South West	330	13	256	10
Wales	129	10	93	7
Scotland	194	8	144	6
Northern Ireland	49	7	27	4
UK	3,092	11	2,377	8

Source: ONS 2005

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	Work from own home	Work in same grounds or building	Work in different places with home as a base	Work separate from home	Total
TOTAL	847,641	265,038	2,336,525	24,838,996	59,028,005
North East	18,307	4,309	79,927	1,010,373	2,447,774
North West	55,298	20,926	179,612	2,239,967	5,317,619
Merseyside	10,040	1,889	40,959	510,367	1,303,368
Yorkshire & Humberside	47,804	16,786	169,188	2,081,803	4,925,467
East Midlands	55,747	20,037	171,383	1,815,683	4,214,243
West Midlands	63,649	21,350	195,783	2,139,196	5,234,443
Eastern	97,303	17,968	273,694	2,303,711	5,482,805
London	132,963	14,180	285,176	3,089,425	7,399,006
South East	160,678	34,618	401,960	3,529,180	8,128,349
South West	96,410	32,905	261,886	2,076,336	4,976,650
Wales	31,207	26,527	97,036	1,152,902	2,930,069
Scotland	58,049	25,978	142,200	2,212,483	4,949,331
Northern Ireland	20,186	275,65	37,721	677,570	1,718,881

Source: ONS, APS Oct 06 – Sept 07

	% of households with home PC	% of households with internet connection
North East	60%	51%
North West	64%	54%
Yorkshire & Humberside	65%	57%
East Midlands	72%	66%
West Midlands	68%	57%
Eastern	66%	59%
London	70%	62%
South East	72%	66%
South West	65%	57%
UK	67%	59%
Wales	69%	59%
Scotland	66%	57%
Northern Ireland	62%	52%

Source: ONS, Family Spending 2007, p166

Households with internet access by region and type of connection

	% of households with Broadband access	% of households with non-Broadband access	% of households with no Internet access
North East	38	16	45
North West	38	16	45
Yorkshire & Humberside	34	18	48
East Midlands	41	14	44
West Midlands	34	18	47
Eastern	44	21	36
London	49	14	37
South East	48	18	33
South West	36	23	41
UK	40	17	43
Wales	32	20	48
Scotland	34	14	52
Northern Ireland	28	22	50

Source: ONS, Aug 2006

■ A 2008 CBI/Pertemps Employment Trends survey⁷ found that:

- ▶ 87% of North East companies granted flexible working requests from parents, compared to 82% in the UK.
- ▶ 96% of North East companies granted flexible working requests from carers, compared to 84% in the UK.
- ▶ 73% reported a positive impact on employee relations (compared to 69% nationally).
- ▶ Over 95% of companies in the North East offered some sort flexible working (up from 22% in 1998), compared to 93% nationally.
- ▶ 82% of employers in the North East have a formal diversity policy or equality practices in place, the same as the national average.
- ▶ 77% of NE employers offer work experience to young people, higher than the national average of 71%.

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- **One North East commissioned a piece of work into 'Home-based working in the Rural North East,' in March 2006. This found that:**
 - ▶ 11% of economically-active people in rural areas in the UK currently work from home
 - ▶ The majority of these are self-employed.
 - ▶ In the North East, 9.5% of the total rural workforce work from home (about 50% self-employed, 50% employees).
 - ▶ The largest percentage of home-workers in the North East is in Teesdale, where 16.7% of the workforce work from home (around 1850 people).
- **A lot of work is undertaken by the Work Wise North East Concordat which is running a smarter working campaign, 'Work Wise North East.'** ⁶

3) Local Statistics on Home-Working

	Number of home-workers	As a % of workforce
Darlington	3,553	10%
Hartlepool	2,199	8%
Middlesbrough	3,185	6%
Redcar & Cleveland	3,898	9%
Stockton-on-Tees	5,449	8%
TOTAL WORKING IN TEES VALLEY	18,284	8% of Tees valley workforce

Source: Joint Strategy Unit 2008

1. Ceridian Homeworkers Survey, 2006: <http://www.ceridian.co.uk/hr/content/14099152-100,00.html>
2. Ceridian Homeworkers Survey, 2006: <http://www.ceridian.co.uk/hr/content/14099152-100,00.html>
3. ONS, Oct 2005, http://www.statistics.gov.uk/articles/labour_market_trends/teleworking_Oct05.pdf
4. ONS, Oct 2005, http://www.statistics.gov.uk/articles/labour_market_trends/teleworking_Oct05.pdf
5. Joseph Rowntree Foundation, Sept 2000, <http://www.jrf.org.uk/pressroom/releases/130900.asp>
6. Work Wise North East, <http://www.workwiseuk.org/northeast/index.html>
7. CBI / Jobs@Per Temps, 'Pulling through: Employment trends survey 2008,' & 'North East analysis,' May 2008



the expertise, the experience

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