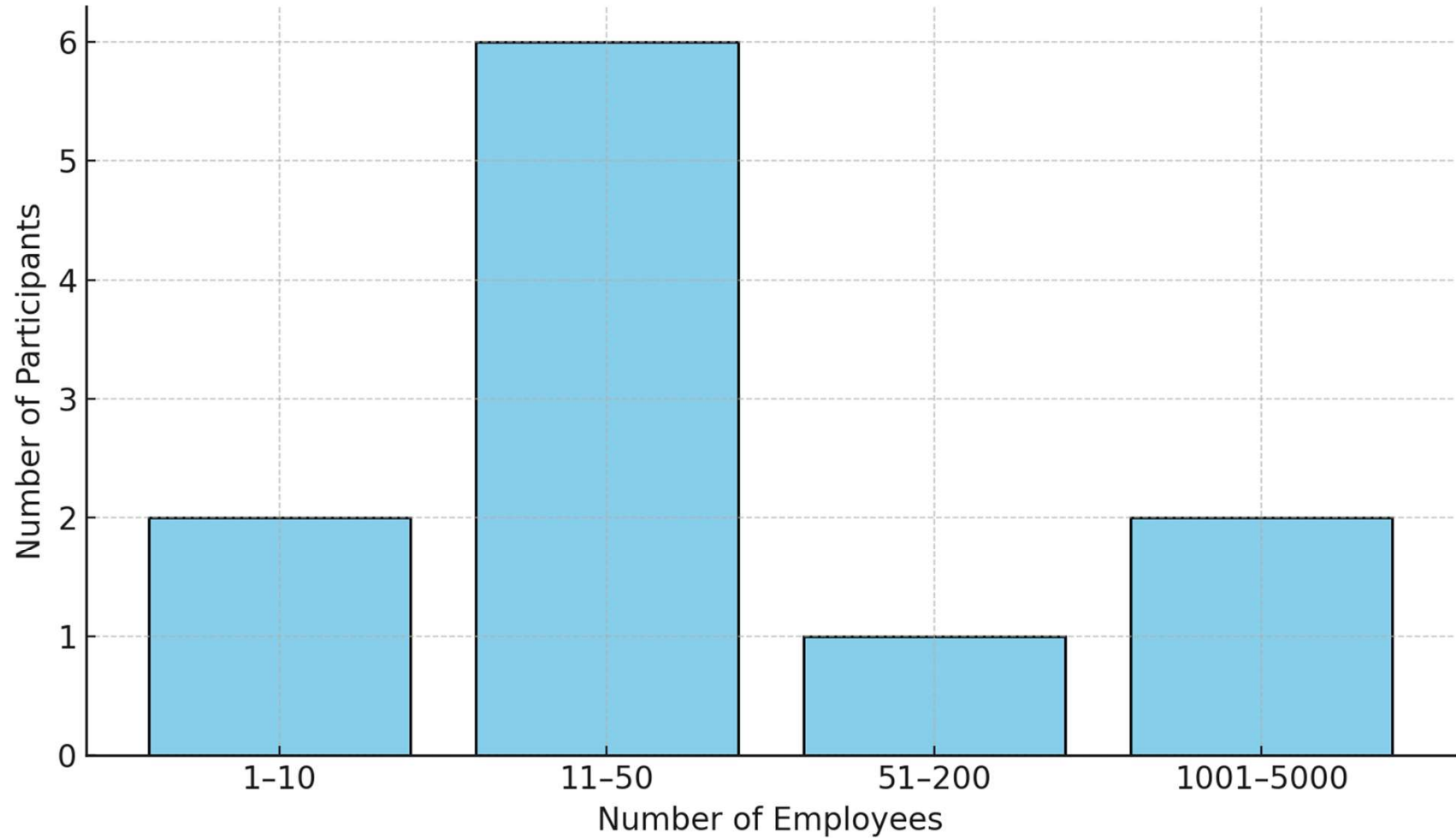


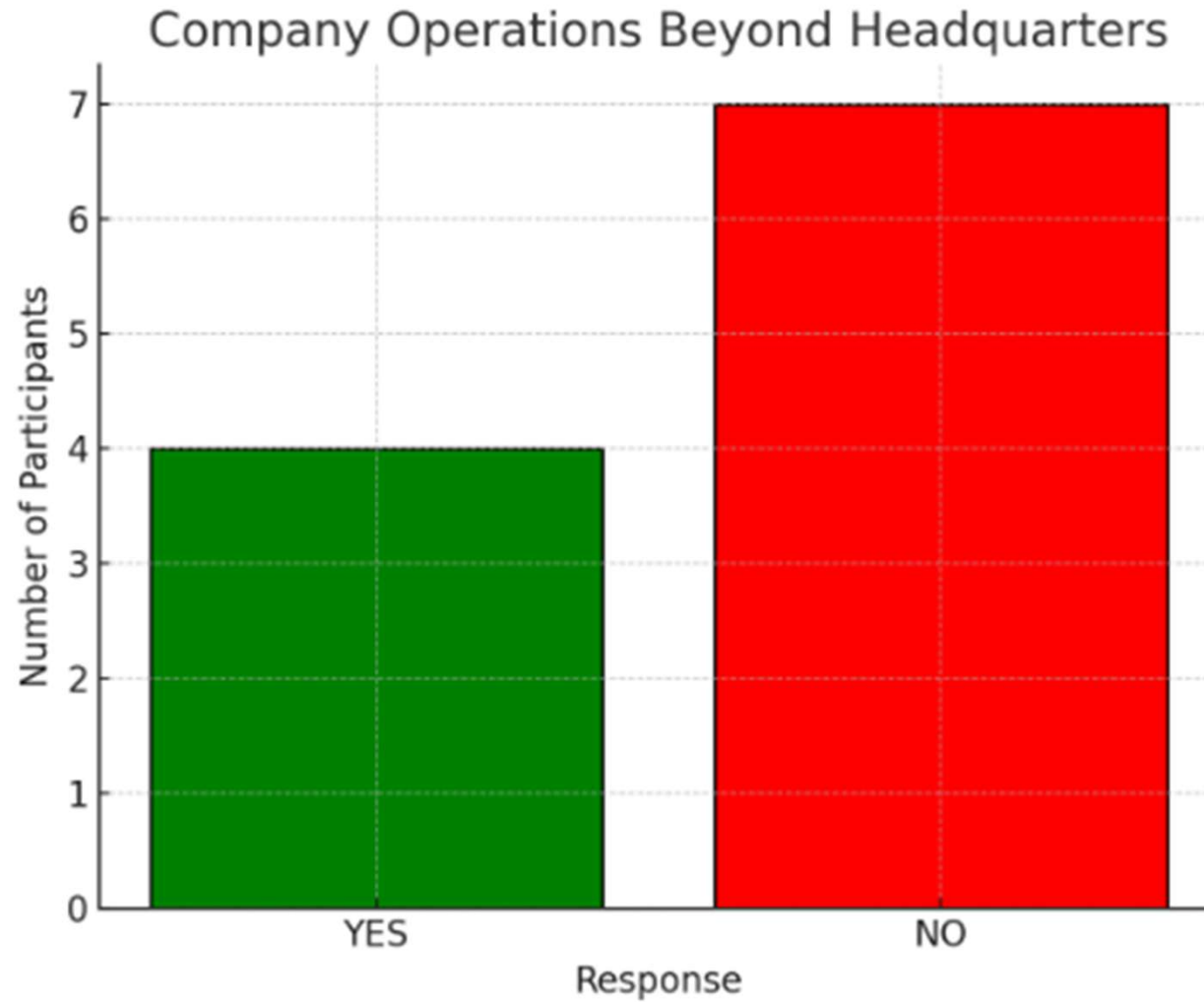


Driving Competitiveness of
European Photonics Industry
through an International Network

EPIC Survey: Perspectives on Flexible Work

Number of Participants by Company Size





What does “flexible work” mean to your organization?

Flexible work means the possibility to have the flexibility to balance work and personal life.

trust work time, flexible work w.r.t. time and location

Flexible working hours, hybrid location (office/home)

Work as a mission, no timing just get the job done

Occasional remote work, part-time work, flexible hours

A type of work able to conjugate company targets with individual life of the employee.

Time shared activities for difference companies.

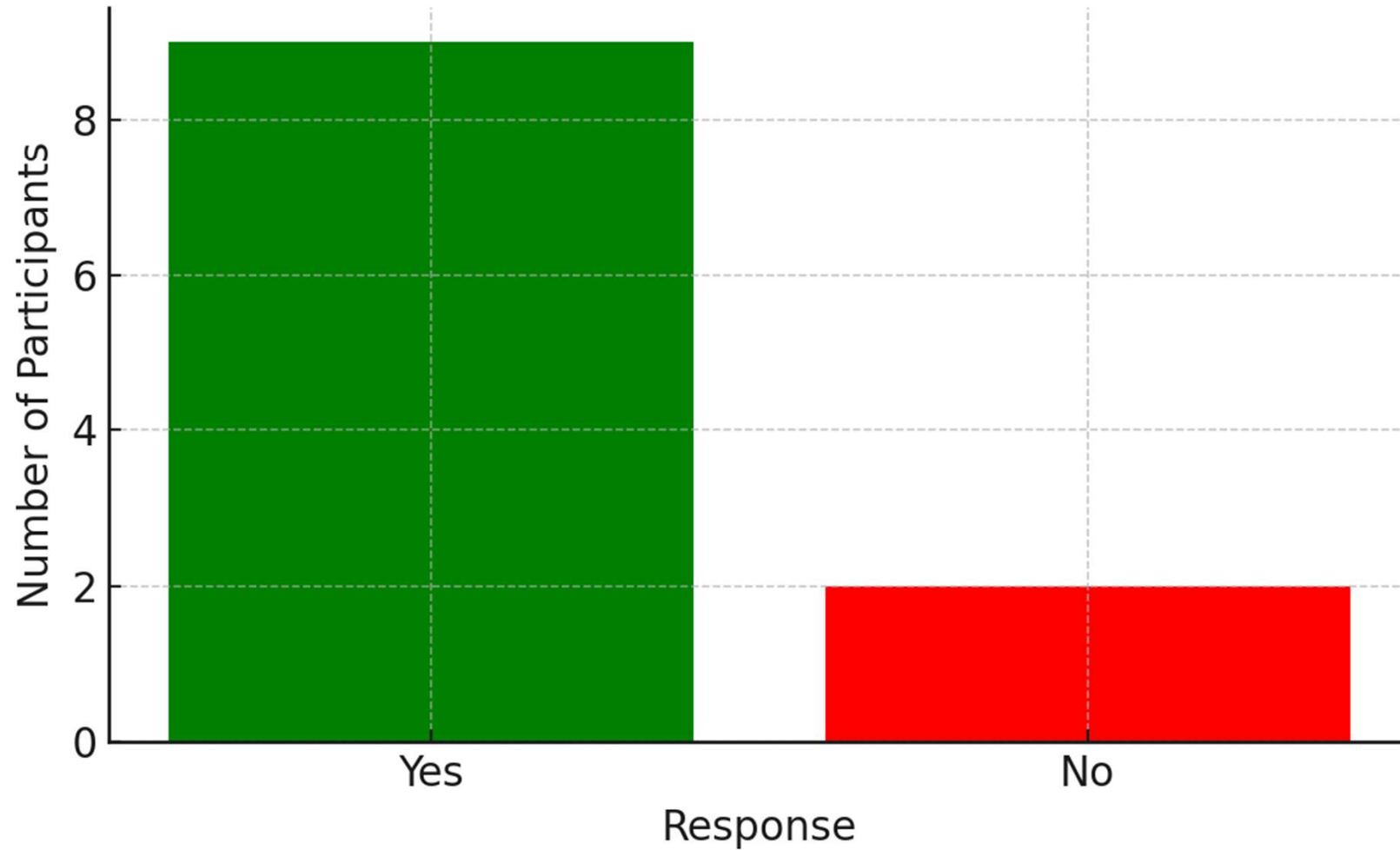
Flexible working hours and work from home to a certain extent.

flexible working hours (you can choose when to start and to finish) and flexible office / remote work (2 days / week possible for office employers).

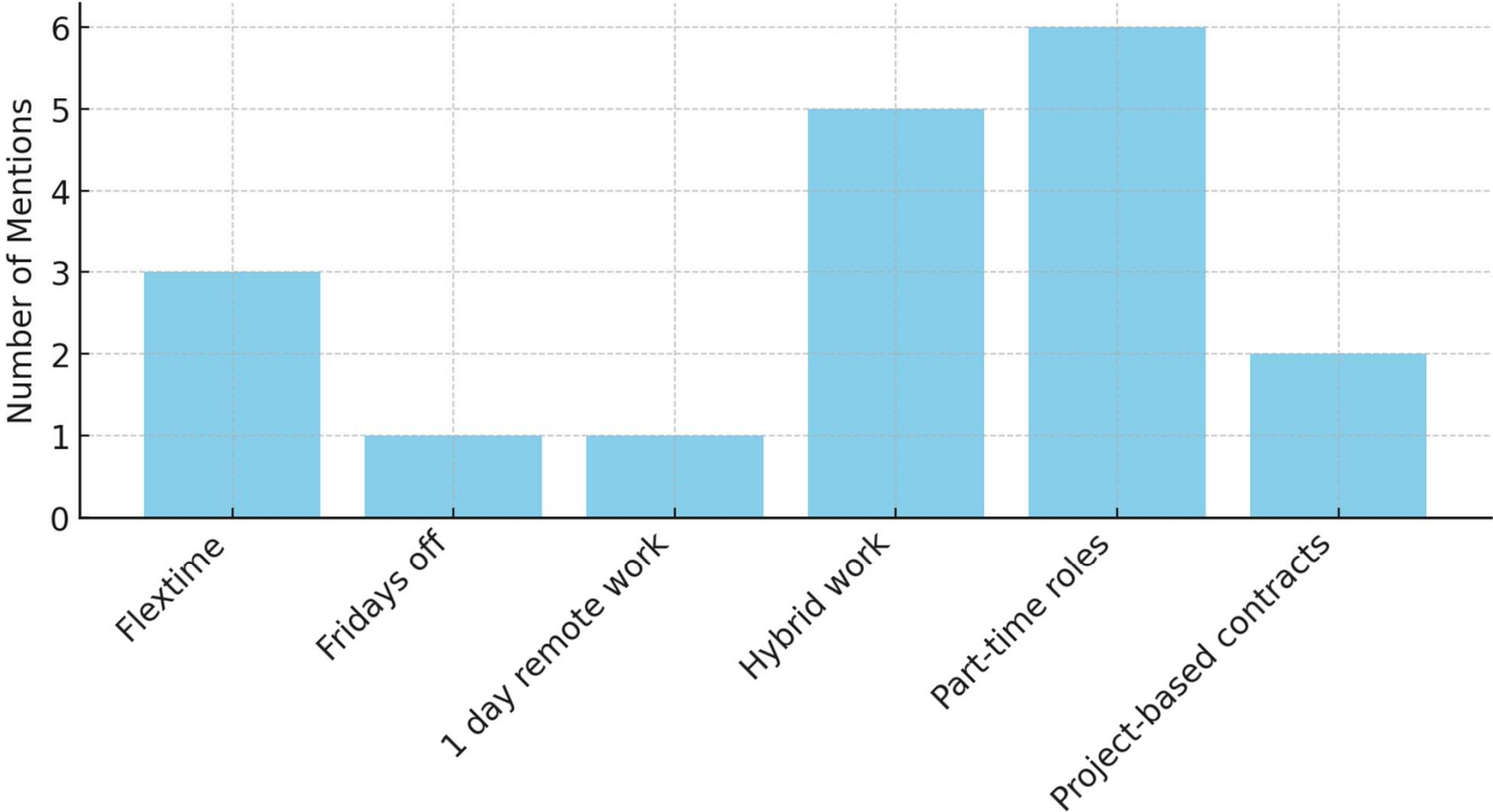
Flexible hours, not home office.

we do not have flexible work

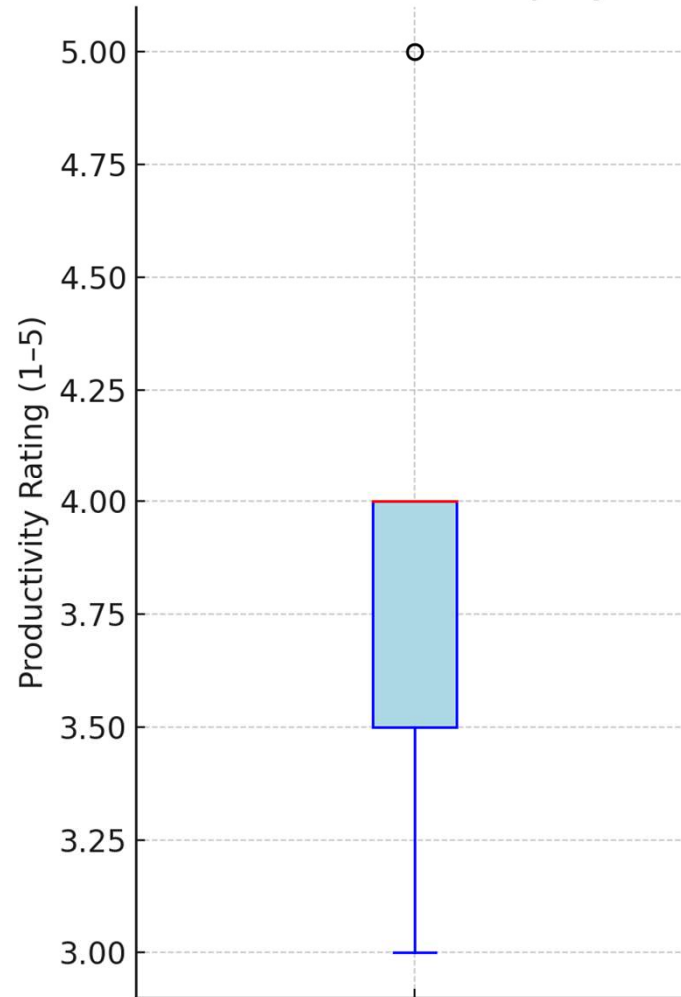
Do you currently have a formal flexible work model or policy in place?



Flexible Work Arrangements Offered



Impact of Flexible Work on Employee Productivity



What has been the effect of flexible work on employee satisfaction and retention?

Completely necessary. Our employees would not consider a company without flexibility

increased employee satisfaction & motivation

very high, nowadays it is a requirement for recruitment and retention

It is a necessity to keep employees focused

more satisfaction and less stress

The main effect is to motivate employees to more efficiently distribute the workload.

Non applicable.

It seems a must more than an opportunity. But as we have a very diverse workforce it allows flexibility regarding their personal situation (e.g. working one week remote from their home country)

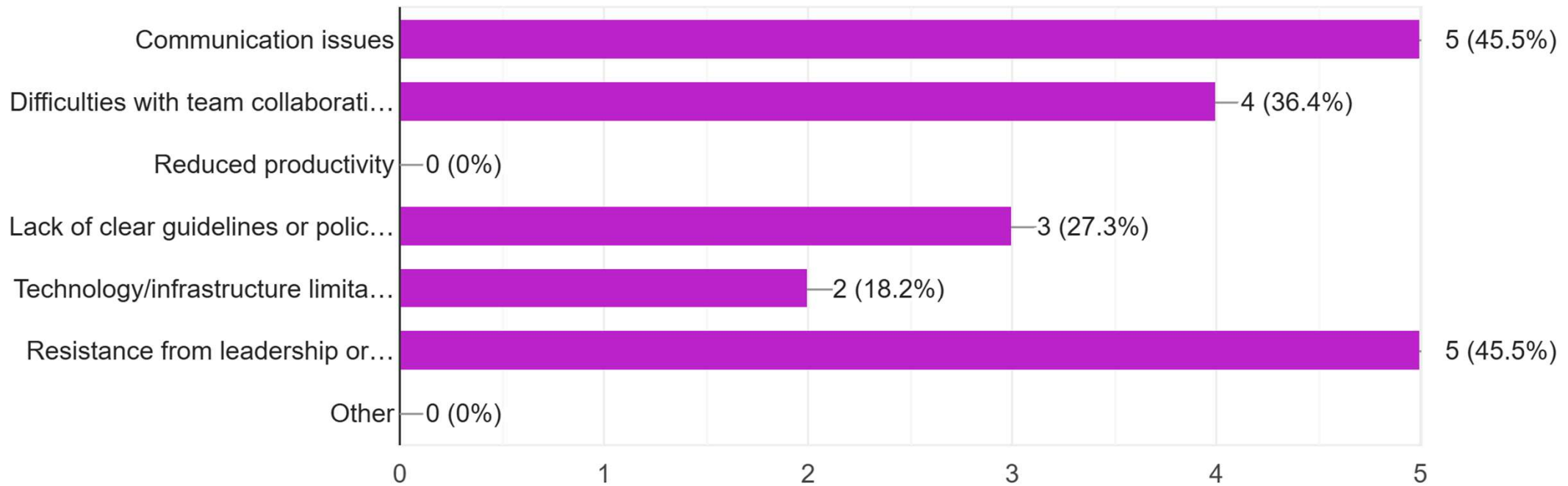
they are satisfied

It has helped attract people who want to work part-time

-

What challenges have you encountered in implementing flexible work models? (Check all that apply)

11 responses



What kind of support, tools, or resources would help improve flexible work practices in your company?

not sure

virtual offices

Team building from time to time

A continuous formation of the HR role to effectively cope flexible work practice evolution.

CRM implementation and golden rules to use it.

Clear calendar policies and also clear rules on how communication should be at the company level and at the department level.

Home office policy

Leadership and policies

Thank you for your attention

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