

# Scottish workers reveal the impact of work on their lives

11 months ago



Research from the [CIPD](#) suggests employers in Scotland need to focus on improving their working practices in 2025, after 60% of employees in Scotland felt under excessive pressure at work this year, and over a third (37%) said they felt miserable at work.\*

In response, the CIPD, the professional body for HR and people development, is urging employers in Scotland to improve the quality of jobs and workplace support for employees, to create better working lives for people in 2025.

The research from the CIPD's annual [Working Lives Scotland](#) report – which surveyed over 1,000 workers in Scotland – reveals the stark impact work can have on people's health. A quarter (25%) of Scottish employees said work has a negative impact on their mental health, and more specifically, anxiety was reported by 32% of women versus 21% of men.

## Work-life balance

The boundaries between our working and personal lives, and the right balance between the two, are crucial to our wellbeing. But 22% of Scottish employees revealed they find it difficult to fulfil their commitments outside of work, due to the amount of time they spend on their job. Over a quarter (27%) of those with childcare responsibilities also said they would find taking time off difficult.

These findings demonstrate the need for better communication and support from line managers to help workers achieve a better work-life-balance. However, a fifth (19%) of Scottish workers revealed they have no access to voice channels. These include one-to-one meetings with managers, team meetings, or online

surveys. This means they are unlikely to be able to express any concerns they have and seek advice or support.

The recommendations for employers in the report, to support better working lives in Scotland include:

- Make flexible work, work – Ensure employees have access to flexible working arrangements, where possible – such as reduced hours, remote work or flexi-time options. This would help the growing number of people who are having to balance work with caring responsibilities, to achieve a better work-life-balance.
- Prioritise employee wellbeing – Develop effective health and wellbeing strategies with a focus on management training. This will help ensure people managers have the required skills and knowledge to have open conversations with staff around workload, or more sensitive wellbeing issues, and provide appropriate support.
- Give people a voice – Actively engage with your employees often and encourage them to speak-up and play an active role in influencing decisions. This feedback could boost innovation and productivity, as well as help employees to feel more valued and engaged.

## Marek Zemanik, senior public policy advisor for the UK nations, CIPD said:

“An engaged workforce is a productive workforce. But it’s clear from these findings that many workers are feeling disengaged and overwhelmed with work. The new year presents an ideal opportunity for employers to review their workforce strategies and improve work for employees, as well ensure managers are equipped to better support staff.

“While not all jobs can be transformed; improvements in areas such as flexibility, employee voice, and people management can play a huge part in improving job quality and boosting the morale and engagement of workers.”

## Fair Work Nation

The Scottish Government’s ambition is for Scotland to become a Fair Work Nation by 2025. To help achieve this, the CIPD has been working in partnership with Scotland’s Fair Work Convention – an independent body which brings together employers, trade unions and academic expertise – to support employers with embedding fair working practices. The CIPD is also a member of the Scottish Government’s Fair Work Oversight Group, which shares this aim.

Zemanik commented: “Our partnership is helping to deliver deeper awareness of the concept of fair work which is central to achieving better quality jobs and improving working lives.

“Together we are encouraging employers to utilise our range of resources to help them design better quality jobs and embed fair work in their workplaces which will deliver better working lives for people of all ages and backgrounds.”