



Feel Ace in your Workplace

# Remote working & returning to work

Employee Attitudes

Q2 2021



Workplace Wellbeing Insights



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# Remote working & returning to work

## Employee Attitudes

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# Employee attitudes to returning to work

## Spring 2021

Where we work, how we work and our attitudes towards our working lives have changed a lot over the past year. Millions of people around the world have demonstrated that working from home, from abroad and a host of other places outside of the traditional office can be a success. So what do we do when it's safe to return to the office? Who wants to return, when and for how much of the working week?

What many employers and employees alike took for granted before the global pandemic has been thrown under a bright spotlight of scrutiny. A trend towards more flexible work, including distributed workforces and hybrid working was already underway. However, the forced closure of shared working spaces and collision of home and professional life has accelerated this trend and created a whole bundle of new questions and challenges.

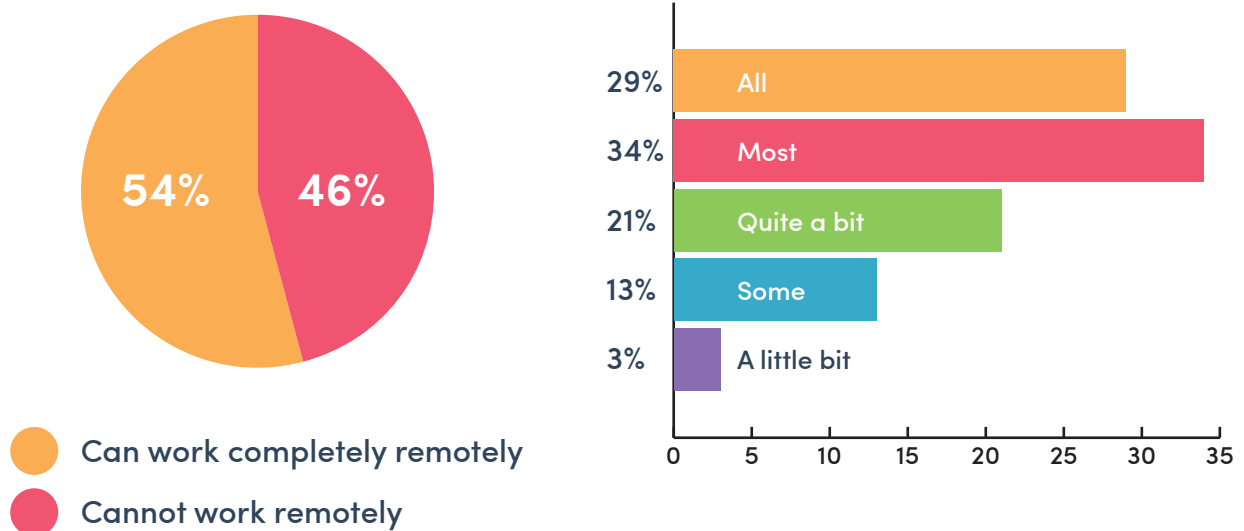
To better understand the attitudes that exist among those for whom a return to the office either threatens or beckons, take a look at the information that we have put together. We have condensed the data and insights from a broad range of reports, research, recommendations and surveys into a straightforward resource that represents a comprehensive view of employee attitudes. Sentiments regarding productivity, commuting, planned use of office space, employee expectations and more are captured.



# Remote working vs office working

## Employee Attitudes

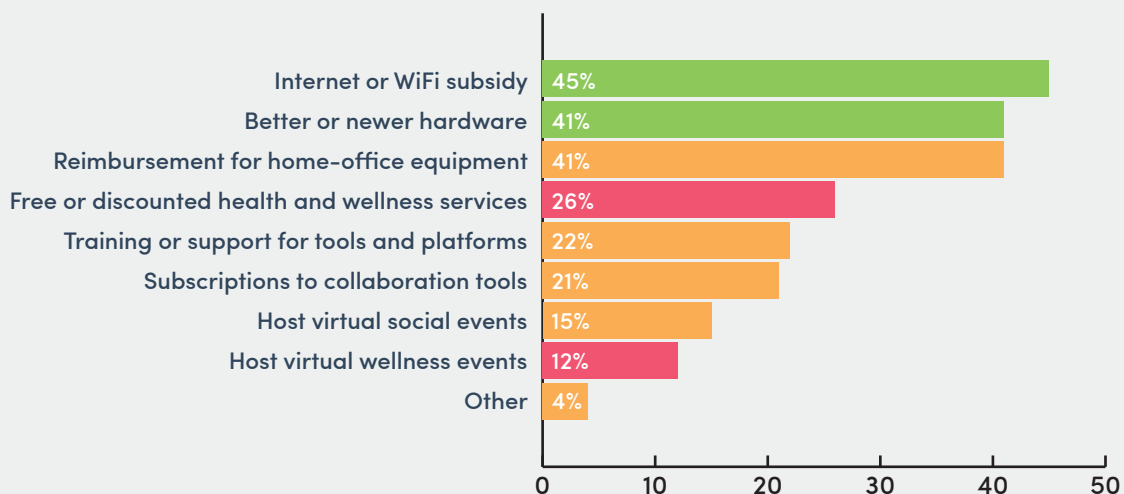
How much work can be done remotely?



What would you like your company to do to make remote working a better experience?

86%

86% of employees think their employer can do more to make remote working a better experience by providing newer hardware and covering WiFi expenses.



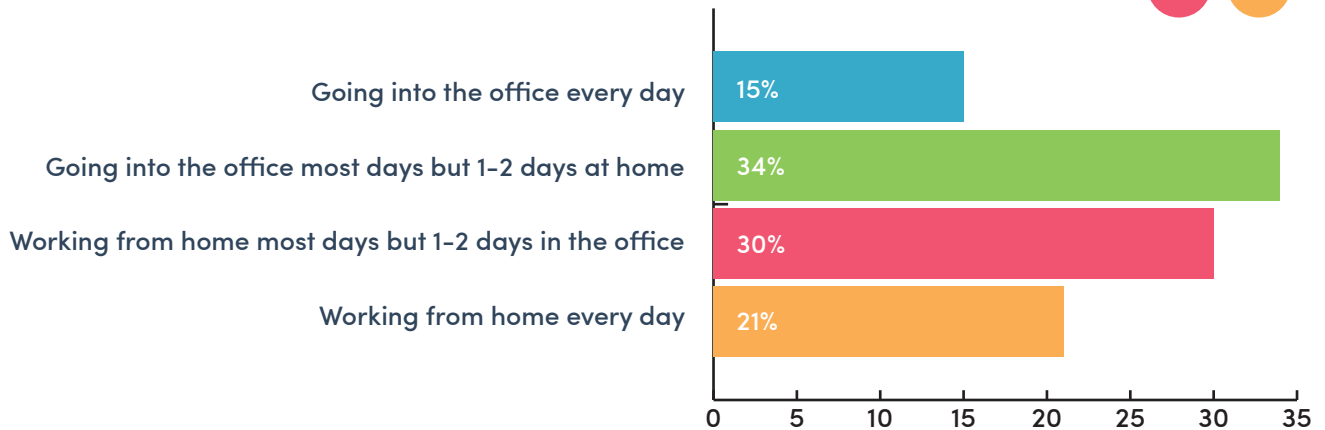
38%

38% are interested in health and wellness services

Source: Publicis Sapient

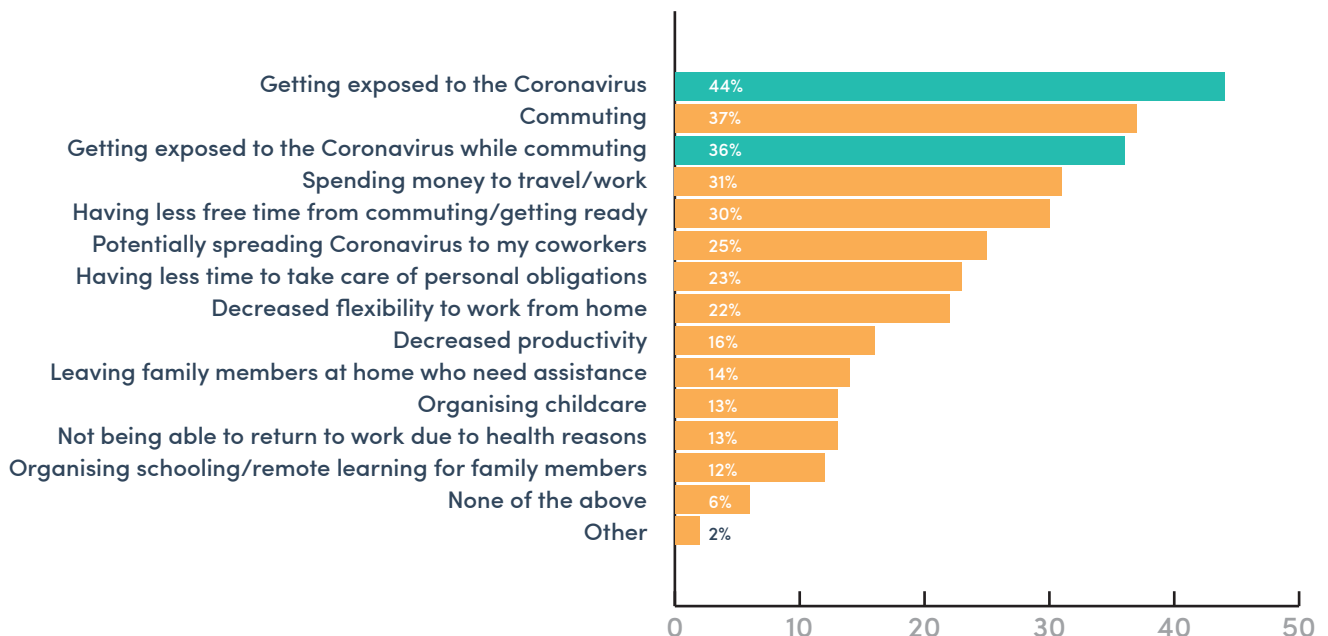


## If it were possible to go into an office or work from home going forward, which would you prefer?



Of people who can work from home, 85% would prefer to continue working from home at least a few days of the week in the future. Particularly those in the US, Canada and UK would like to stay at home a few days a week.

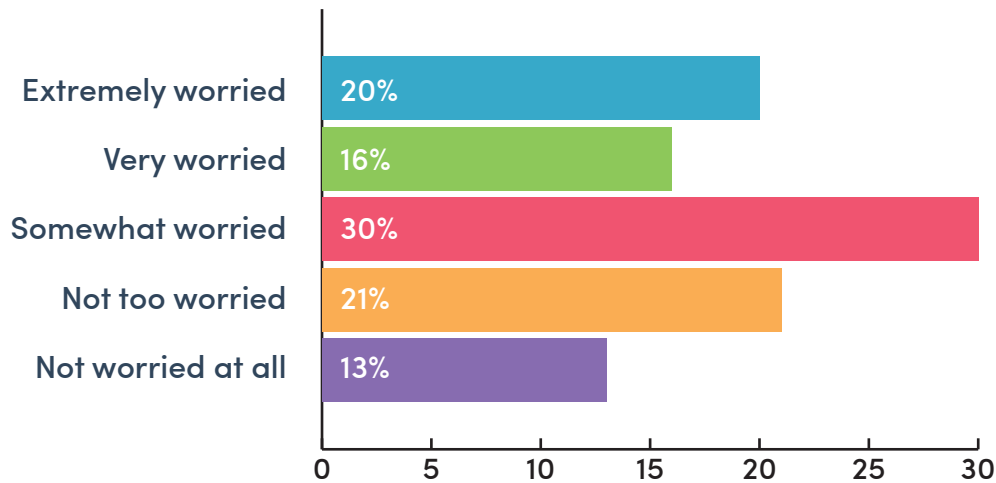
## Which of the following are concerns that you have about going back to work?



80% of the respondents said that fear of contracting Covid-19 is their main concern when returning and commuting to the office.

Source: Publicis Sapient

## How do you feel about returning to the workplace?



**66%**

A majority (66%) of employees say they are worried about their health and safety when it comes to returning to the workplace. Concerns are even more pronounced among people of color (78%) and Gen Z (under age 25) employees (75%) who fear a return to the workplace could compromise their health and safety.

**37%**

Respondents said they would decide where to work based on what they need to get done for work (39%) and who else plans to be at the workplace that day (37%).

## Nearly half of workers might leave their jobs post-pandemic

**47%**

Nearly half of employees surveyed would likely leave their jobs after the pandemic if their employers don't offer a hybrid work model. While 47% said they would likely leave their jobs in that scenario, 41% said they would be willing to take a job with a slightly lower salary if it offered a hybrid work-from-home, in-office model.

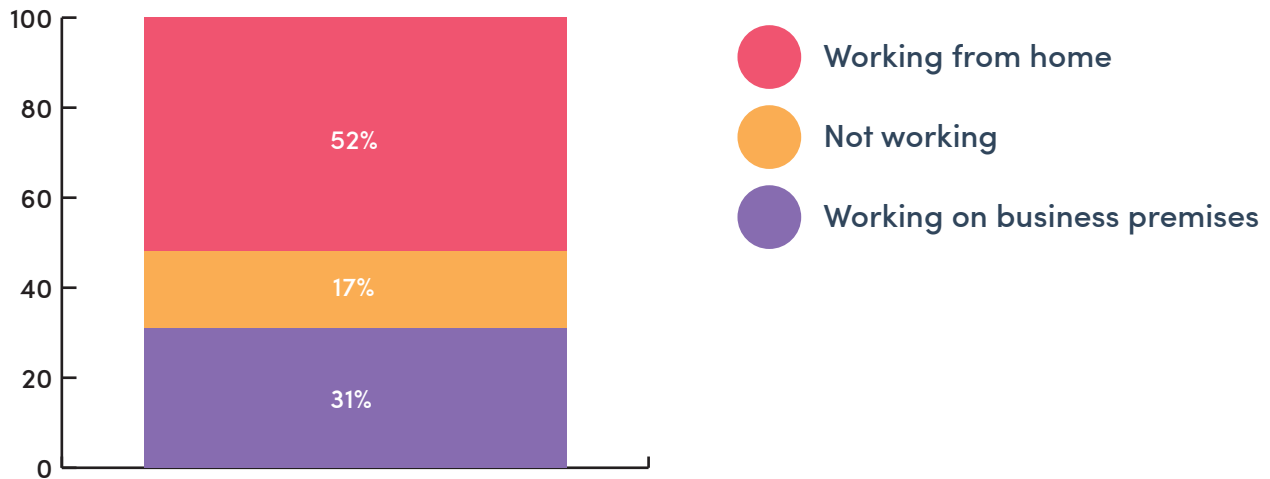
**75%**

**25%**

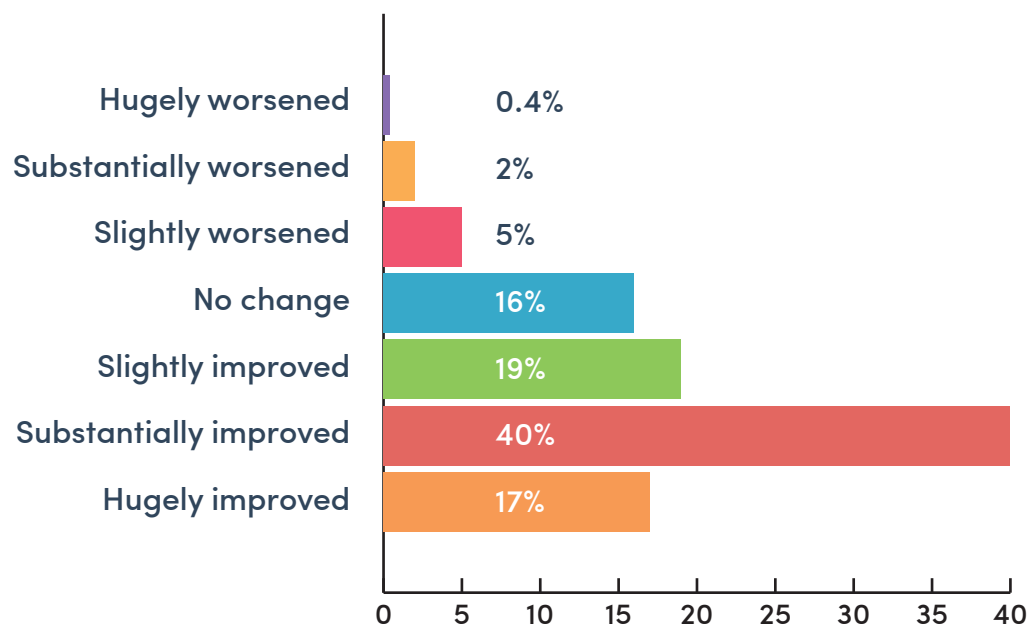
With as many as one in four employees already planning to quit their job post-pandemic citing burnout, these hybrid and safety needs of employees are likely to be getting the attention of organisational executives.

Source: Envoy

## How often do you work from home (February 2021)?



## How have your perceptions about working from home changed?



The combination of employee desire to work from home and the associated positive productivity impact has led firms to consider hybrid models of working in which staff split their time between the office and home.

Staff surveys by major firms such as PwC, Lloyds, Barclays, BT, Aon, and Virgin Media suggest UK staff prefer a hybrid rather than a full return to the office. Three quarters of medium sized businesses are cutting back on office space and letting their spare offices according to a survey of 405 executives.

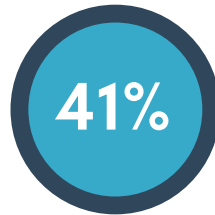
Source: VoxEU, FT & WeForum

## Productivity

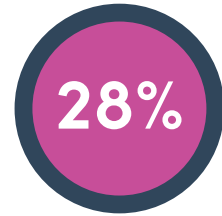
According to McKinsey research:



80% of people report that they enjoy working from home.



41% say they are more productive than they had been previously.



28% say that they are as productive

About 70% of employees say they are as productive or more productive working from home. Many employees liberated from long commutes and travel have found more productive ways to spend that time, enjoyed greater flexibility in balancing their personal and professional lives, and decided that they prefer to work from home rather than the office.

## Returning to the workplace



More than six in 10 (62%) office workers who currently work from home for at least one day a week think they will be back in the office around June 2021, research by AlphaWise at US bank Morgan Stanley found – much later than the April return date it previously expected



Asked how many days they wanted to work from home in the future, UK workers said they wanted to spend an average of 2.4 days per week working remotely – the highest proportion among the countries looked at. Staff in Italy wanted to work only 1.7 days per week from home.



However, staff did not think their employers would meet their expectations of home working, with UK workers suggesting their organisations would likely only allow them to work 1.7 days from home on average.



UK workers spent the highest proportion of the week working from home, spending an average of 3.1 days per week working remotely. This is compared with 2.5 days per week in Germany and 1.8 days per week in Spain, which had the lowest home working levels among the countries examined.

Source: McKinsey / Personnel Today

## Conclusions

The attitudes, sentiments and preferences captured in this report demonstrate that in remote and hybrid working, employees have found something indispensable to working lives. The particular needs of each individual and each organisation will differ, of course. And the long-term structures and practices that best support good home-working and clear boundaries between professional and personal life are as yet untested. It is clear, however, that businesses should be flexible when it comes to where their employees work if they want to retain talent, support good mental health and foster an environment of inclusivity and productivity. This is an opportunity for businesses to reimagine what good working lives look like and be in control of implementing tangible measures to make that vision a reality.

## About Welbot

Welbot is an innovative, evidence based corporate workplace wellness platform designed to improve employee health and wellbeing whilst in the office or when working remotely from home.

Our enterprise software features daily physical and mental health exercises including hydration, nutrition and screen breaks, which are all delivered through desktop notifications that pop up at intervals on your computer screen during the working day.

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### Photography:

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