

Eupnea Survey for UK Employees, December 2021

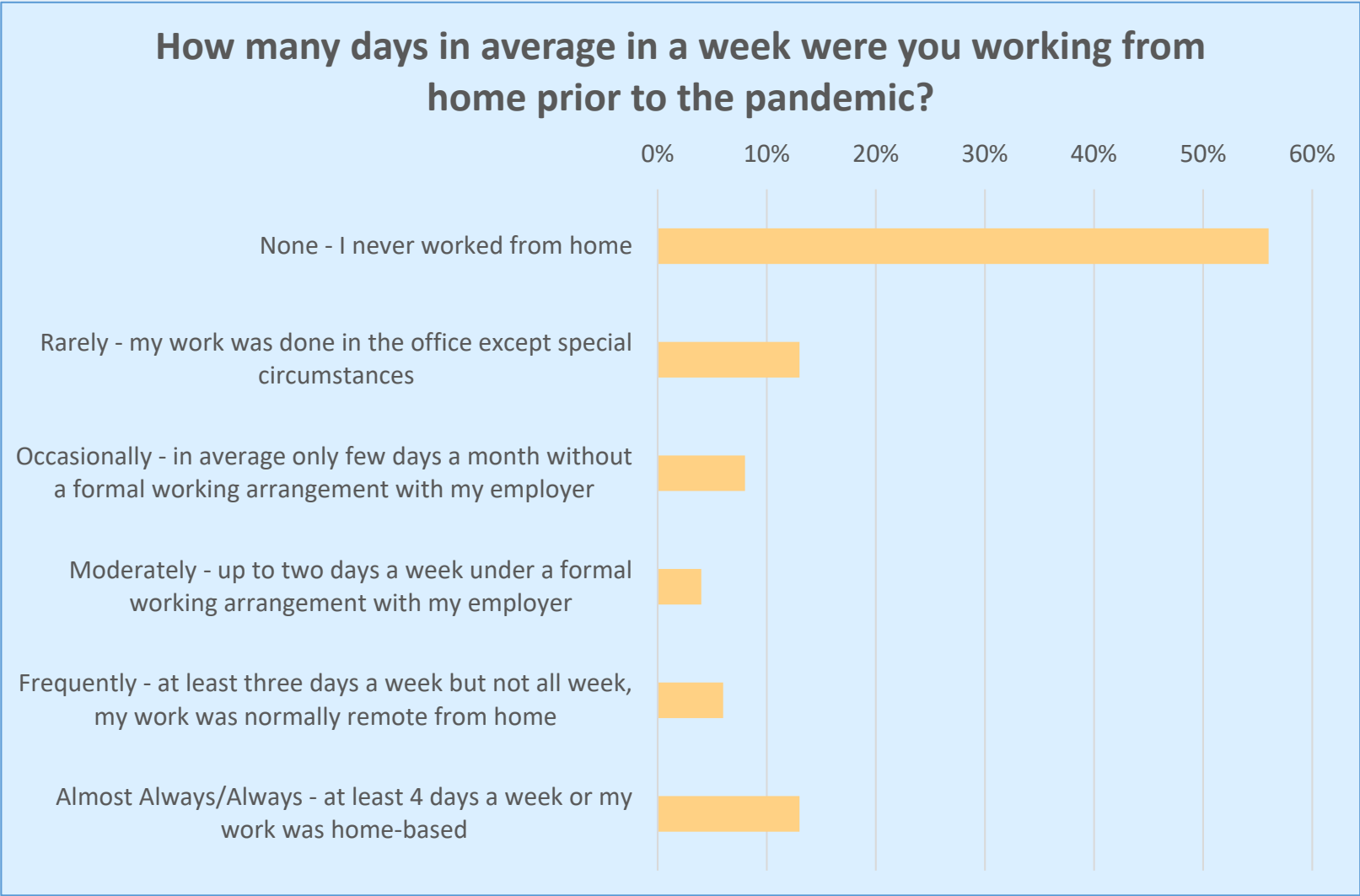
Accelerating the need to balance work-life better. Pandemic explained.



When the physical workplace was the only main option..

Prior to the pandemic working from home was not part of our lives for most of us. We have had to adapt rapidly to new ways of working driven by the need to stay safe. Today, the severity of the effects of the pandemic to our society is subsiding and preference is more prevalent when we consider which type of workplace to suit better to each of us.

- 56% of employees had never worked from home prior to the pandemic, compared to only 13% who worked at least 4 days a week from home or their work was home-based

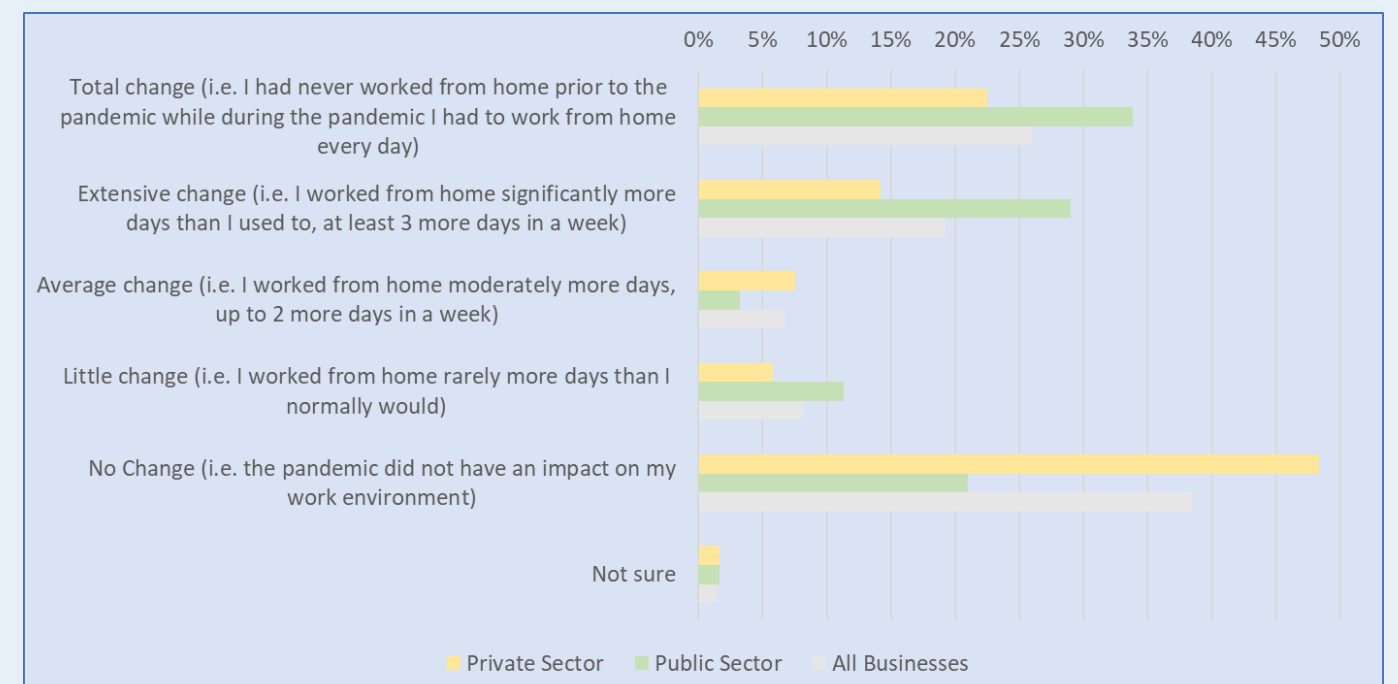
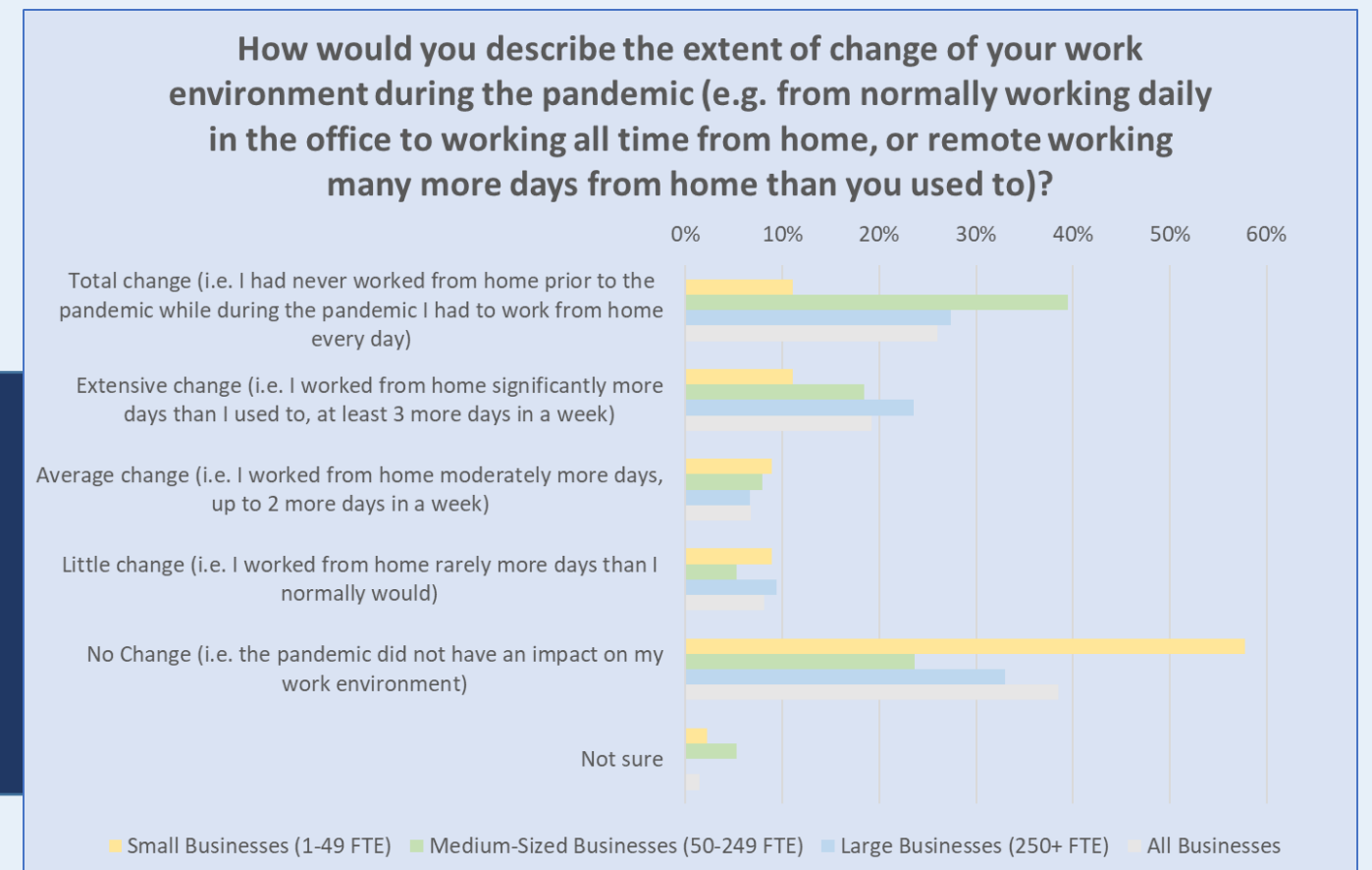


Working from home reimaged, by ourselves.

Since March 2020 when the UK economy first time entered into a lockdown to tackle the spread of Covid, many businesses have had to make major changes to their workplace to ensure the safety of their workforce. In many situations, the best choice was for employees to work from home.

Remote working was applied due to the pandemic proportionally to a much broader number of employees in the public sector than the private sector. In the private sector, the pandemic had a much greater impact on the work environment of employees of larger SME businesses, however large organisations fared better than medium-sized businesses, pointing to more effective crisis management

- Nearly half (45%) of the workforce of businesses say that their work environment totally or extensively changed during the pandemic as they worked from home at least 3 more days in a week
- 58% of employees of small businesses that the pandemic had no impact on where they worked
- 63% of employees in the public sector changed totally or extensively where they worked due to the pandemic, compared to 37% of employees in the private sector

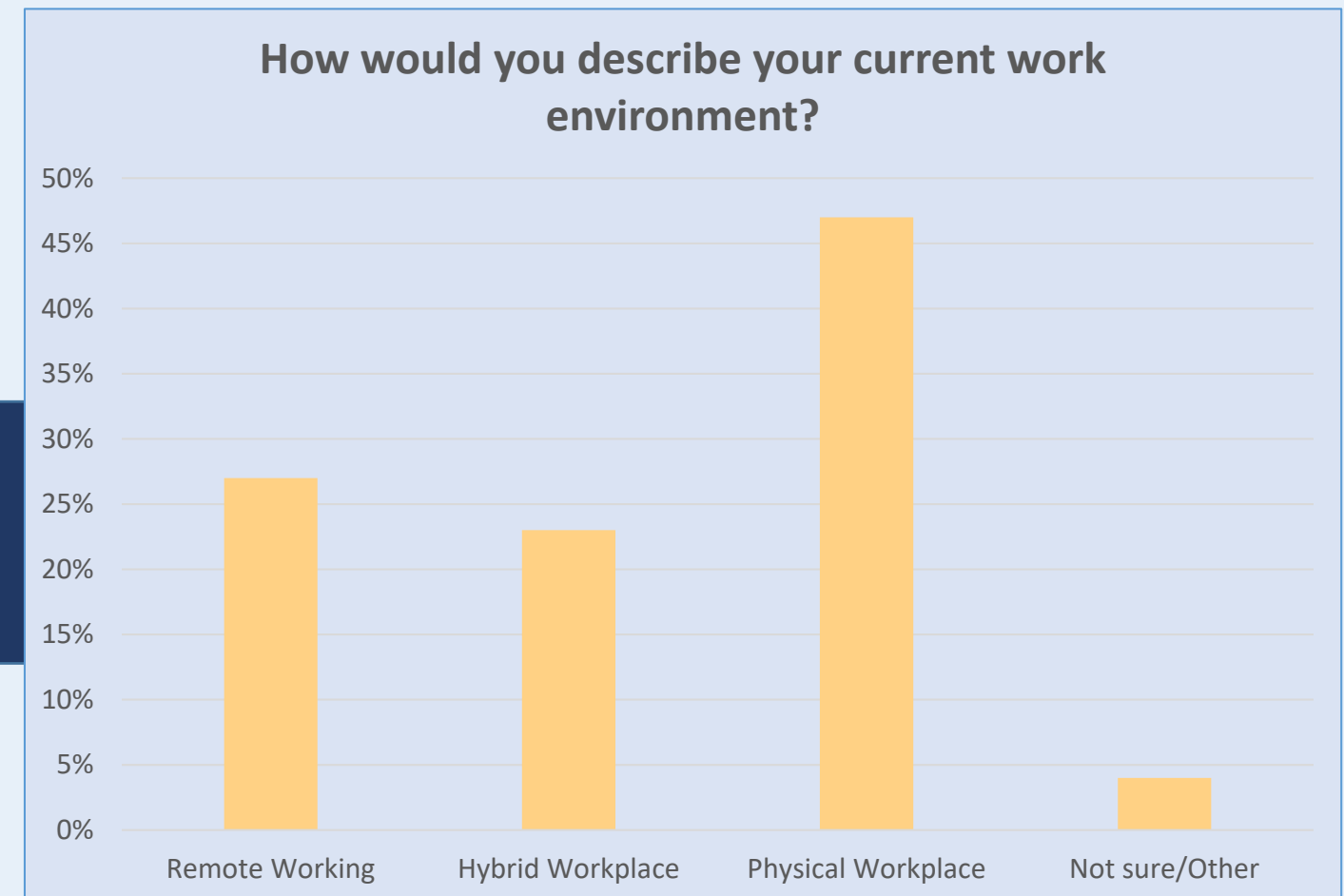


Transitioning to a new workplace model, the hybrid.

A hybrid environment has been a strong alternative for many businesses. While health and safety risks are still high, partial or total remote working has proved to be most suitable, while businesses are looking for ways when it is safe to return their workforce back to the office. This will require employees to rebalance their work-life again and employers to continue to provide greater flexibility and support that are needed.

Remote working is still broadly applied to how we do work today while the number of employees working in a physical workplace only is still noticeably below pre-pandemic levels

- 47% of employees work in their physical workplace only
- 27% of employees have not returned to the office, either as part of a hybrid workplace or their physical workplace, and work totally remotely

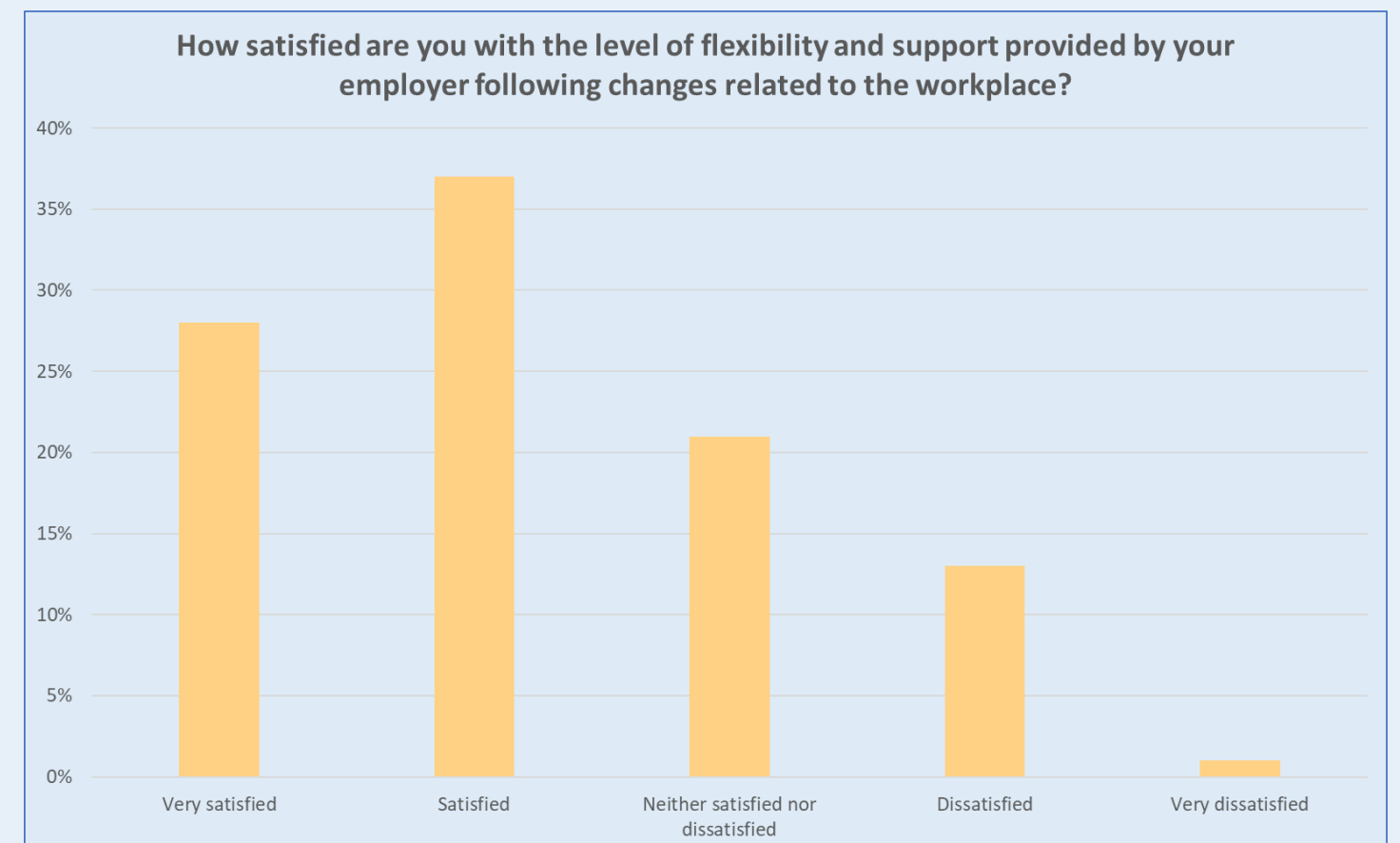
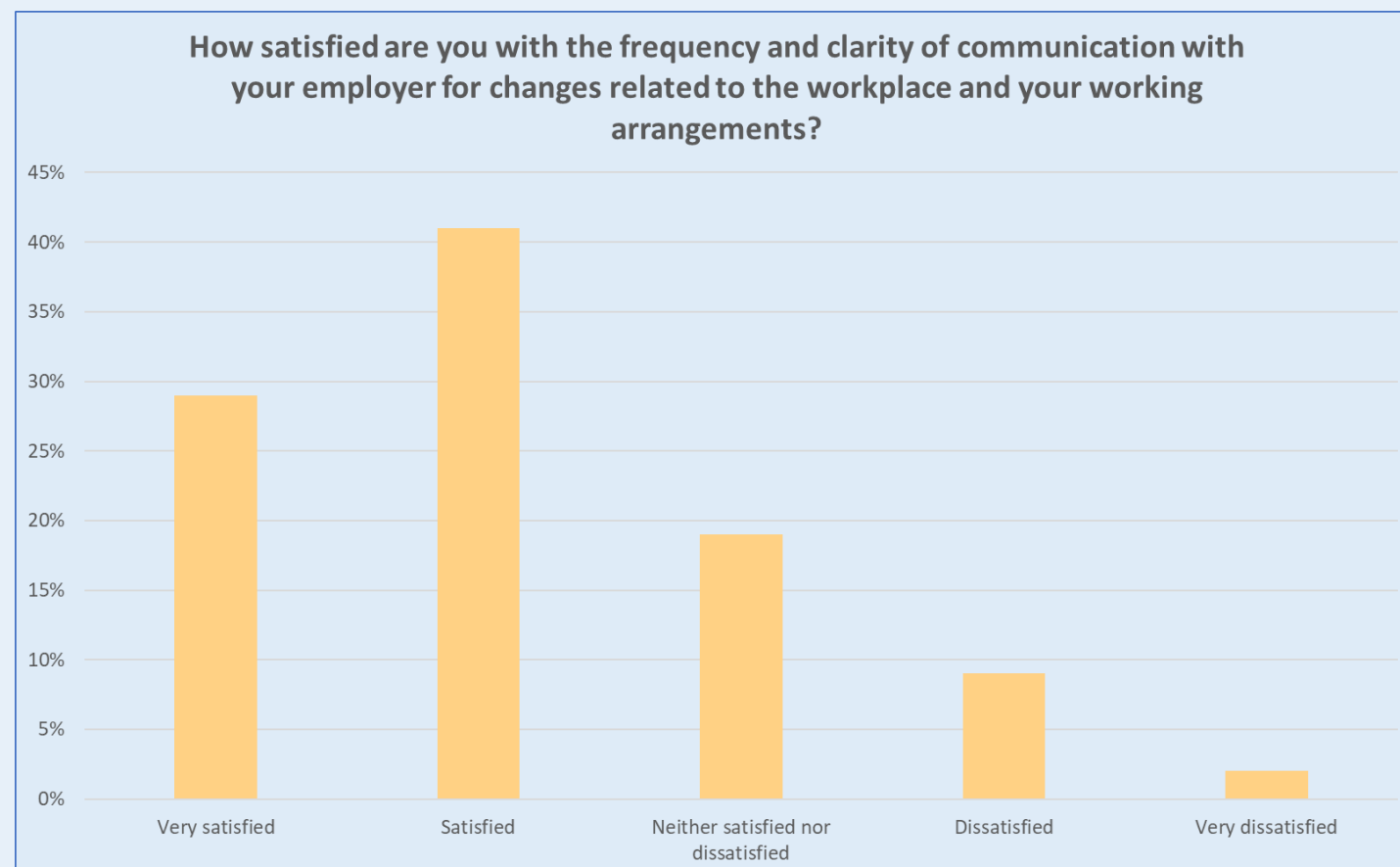


Communication and flexibility have been key to support changing working arrangements

Business leaders have acted decisively during the pandemic to communicate and drive from the top the changes that have been required in their organisations in response to the pandemic.

Whether with increased visibility, strong accountability or rapid decisioning amongst various ways seen to have been employed, most employees are satisfied with the clarity and support provided to them for changes related to their workplace and arrangements affecting their work. Yet, a new level of flexibility is needed from employers today in order to retain talent and have a high-performing workforce during this period of transition.

- 7 in 10 employees are very satisfied or satisfied with the frequency and clarity of communication with their employer for changes related to the workplace and their working arrangements
- 2/3^{rds} of employees are very satisfied or satisfied with the level of flexibility and support provided by their employer following changes related to the workplace

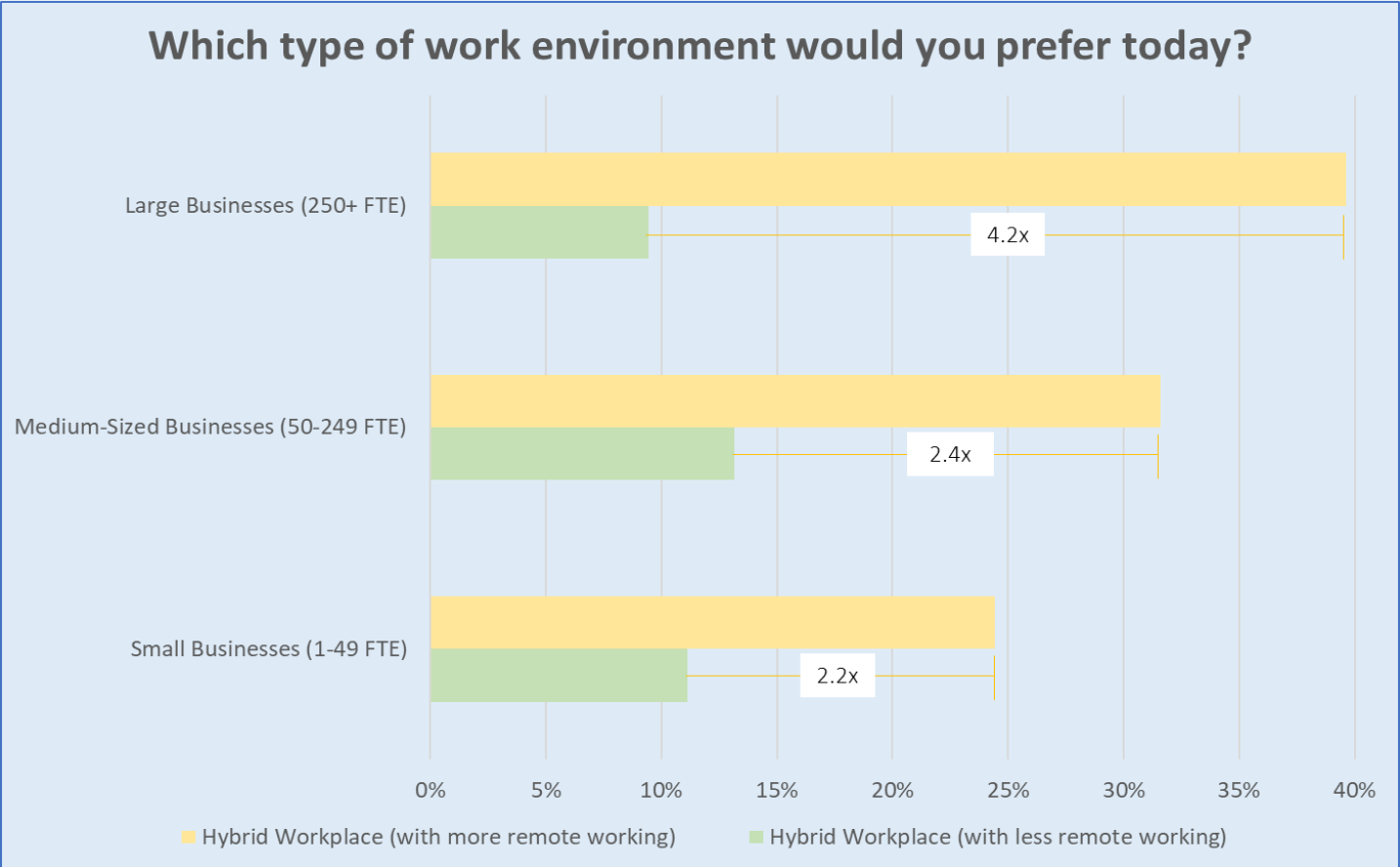
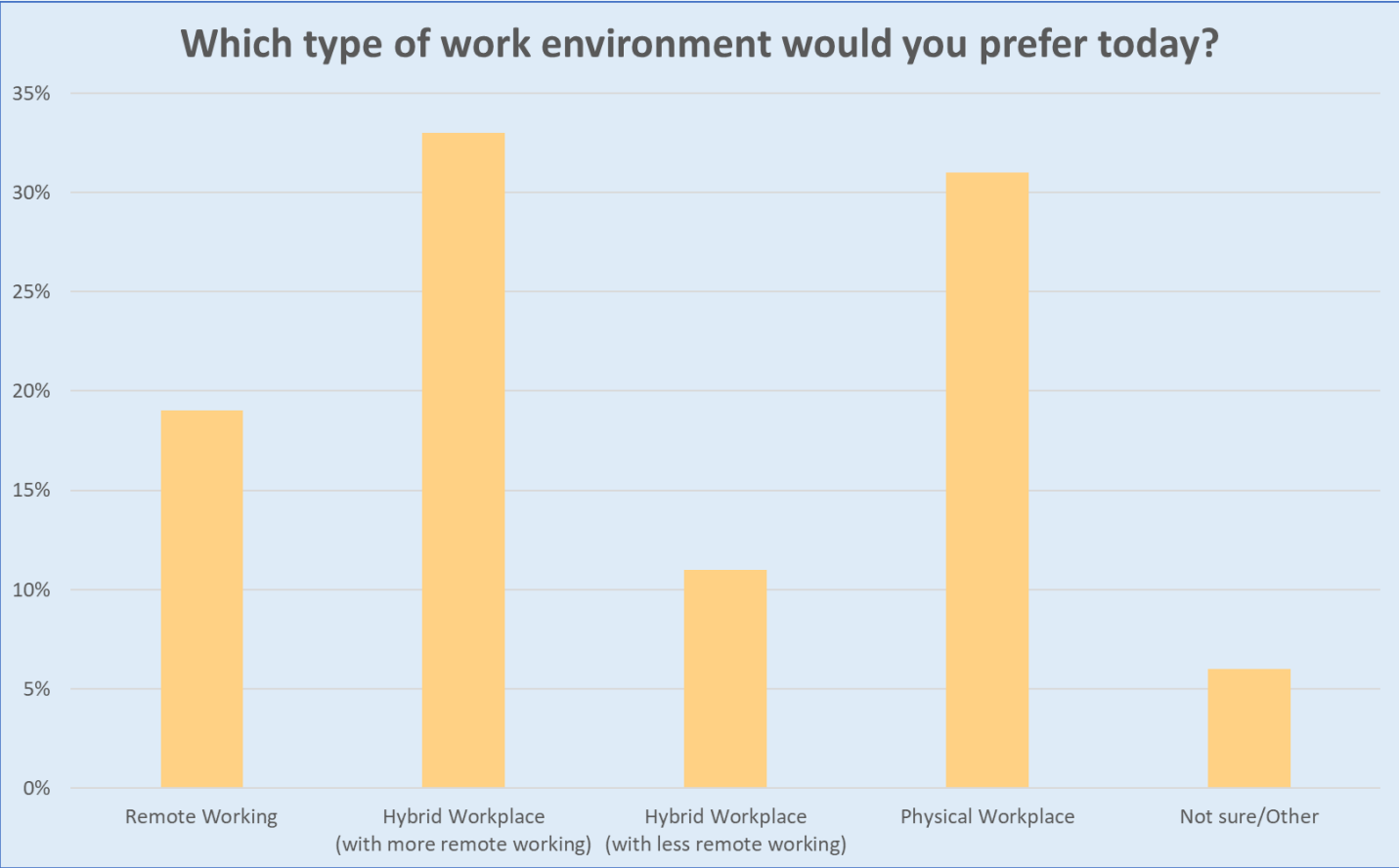


Driving change in how we work. Remote working is not for everyone – Neither is the physical workplace any longer

Transitioning to a hybrid environment is taking hold in many businesses. Employees are driving this change today. Work the way we knew it may have changed forever. Perhaps, the question to ask ourselves is not how we will return to the office, but how we can make the new work environment engaging and effective.

A hybrid workplace is the most preferred work environment setting by employees today and remote working as a component of it widely more favorable than working in the office

- 44% of employees would prefer to work in a hybrid workplace, compared to 23% that do today. Remote Working or Physical Workplace as stand alone alternatives are significantly less preferred
- 19% of employees would prefer to work remotely all time, less than 27% presently
- 4.2 times more among employees of large businesses would prefer more remote working in a hybrid workplace, compared to 2.3 times more among employees of SME businesses

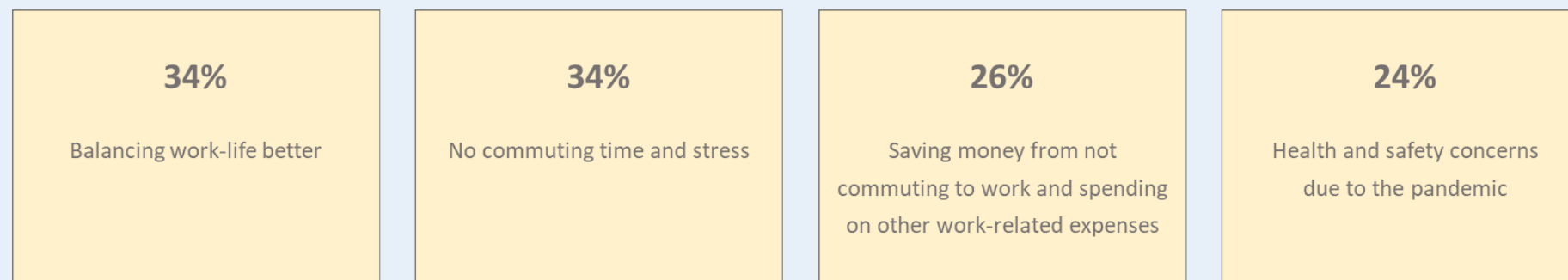


Accelerating the need to balance work-life better. Pandemic explained.

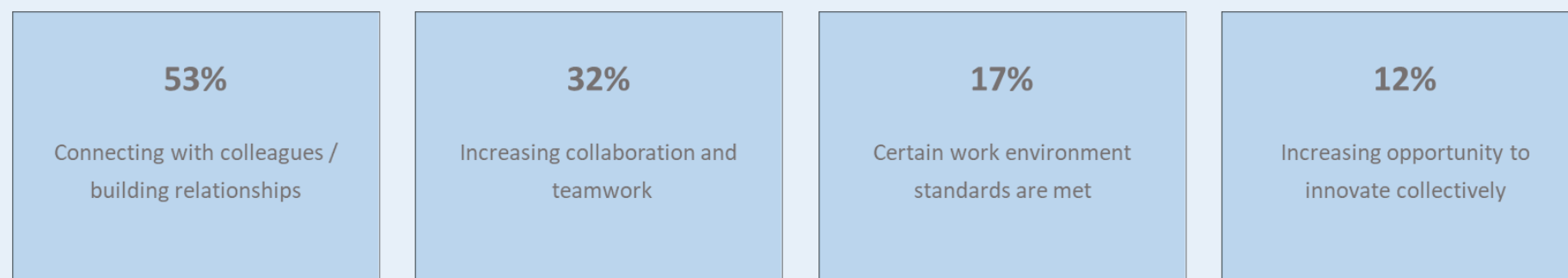
While the pandemic has upended the lives of most people in various ways, in parallel work has changed. What was considered the normal way to work before, for many roles today it is no longer practical, efficient or preferred. Clearly, employees still consider working in the office to be most important for connecting with colleagues and collaborating to accomplish business goals. However, with technology today enabling more effectively employee engagement and remote work done individually or collectively, for many employees the preference will continue to be to keep themselves away from the office.

Whether the pandemic has brought new methods of work in their roles or just accelerated a greater adoption of them, employees will need to be reskilled and adapt to the new post-crisis requirement in order to be effective.

Which would be the main reasons for your preference to work remotely from home?



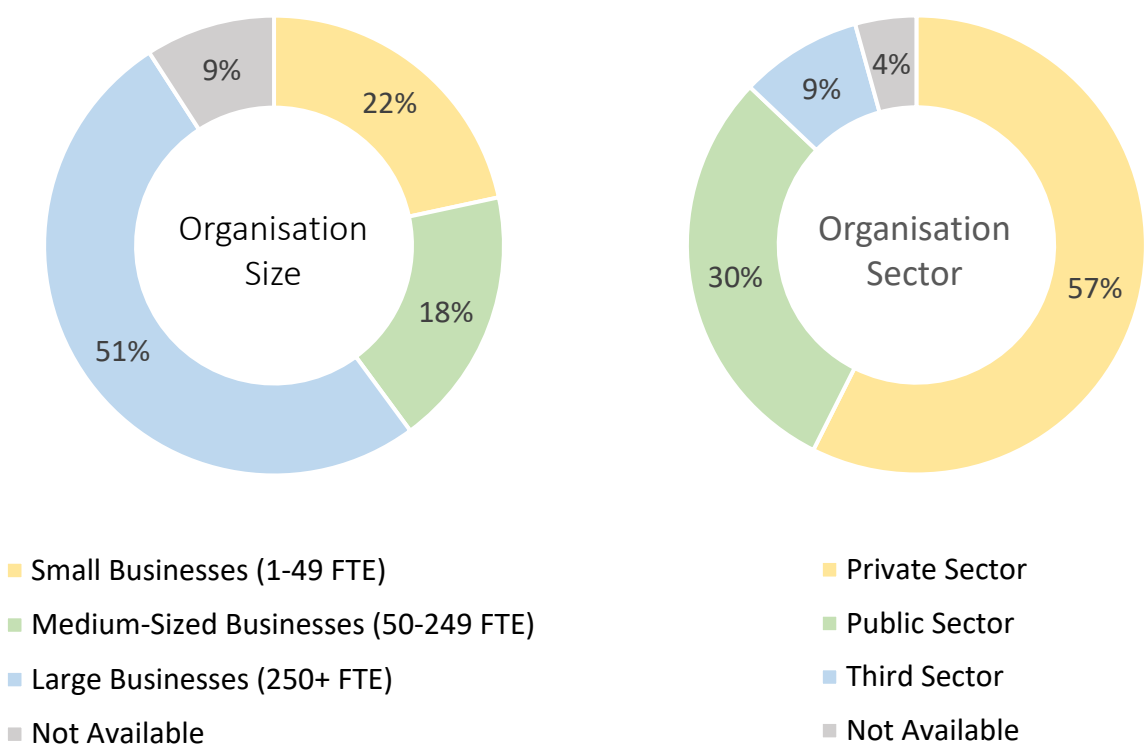
Which would be the main reasons for your preference to work in the office?



About the research

The survey was designed and conducted by Eupnea amongst 208 UK based, full-time employed, participants during the 20th and 21st of December 2021.

Characteristics of UK businesses whose employees participated in this survey:



Eupnea

Copyright © 2021 Eupnea Ltd.
All Rights Reserved.
Produced in the United Kingdom December 2021

The content in this document is current as of the initial date of publication and may be changed by Eupnea at any time. This material has been prepared for informational purposes only and is not intended to be relied upon as advice.

Want to learn more?

Visit www.eupnea.co.uk

