

# Future of the workplace

The pandemic brought about significant changes to where we work – and it looks like those changes are here to stay. This has implications for businesses as they look to the future of work and decide if and when to return to the office.

## Employees' desire to return to the workplace

The working from home survey conducted by Engaging Works found that <sup>1</sup>



**60%** of workers would prefer a split between remote and office-based working



**16%** of workers wish to remain working from home once the current situation changes

Working from home has also influenced an employee's workplace happiness score



**74%** happiness working from home



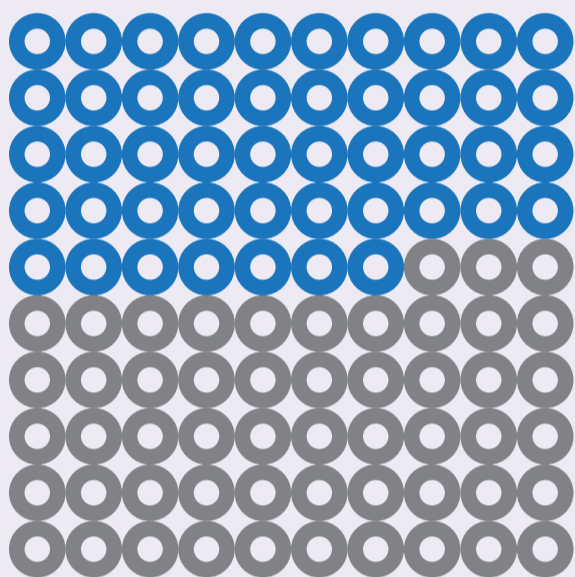
**65%** happiness working from the office

### Downsides of working from home:

- Challenge of transforming home into an office
- Feelings of isolation
- Irregular hours impacting work-life balance

## The remote working divide <sup>2</sup>

47% of people worked from home during the peak of the lockdown



People who earn higher hourly wages were more likely to work remotely during the pandemic

Most likely median salary

**£19.01**

Least likely median salary

**£11.28**

Most likely to work from home  
**CEOs and senior officials**

Also:  
**Legal professionals**  
**Marketing and sales directors**  
**Financial managers and directors**

## Post-pandemic outlook <sup>3</sup>

### Working from home



**18%**

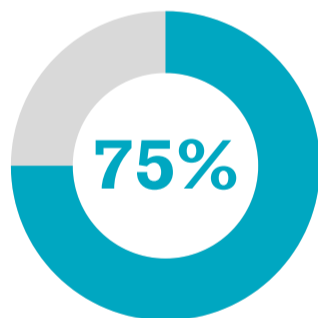
Pre-pandemic



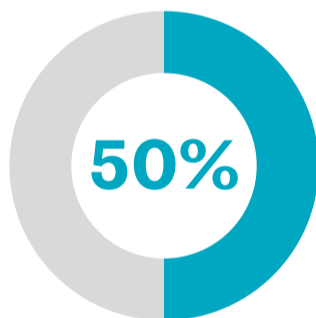
**37%**

Preference post-pandemic

### Companies are embracing remote working <sup>4</sup>

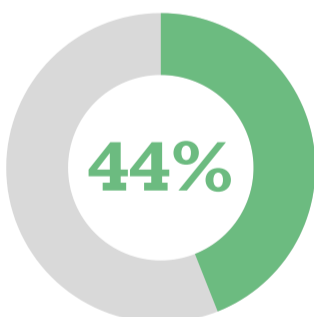


**75%** Directors anticipating more home-working after the pandemic

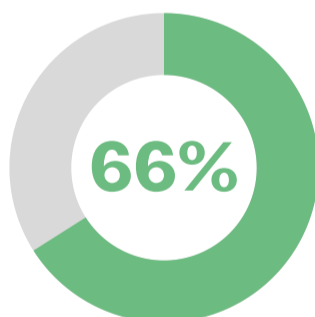


**50%** Directors planning to reduce their long-term use of workplaces

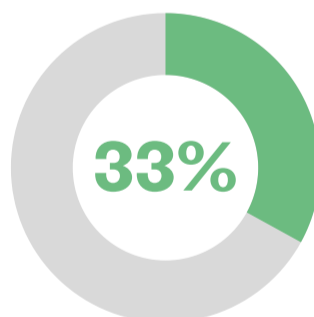
Employers also plan to make changes to support remote working <sup>5</sup>



44% of employers are putting additional measures or spending to support home working



66% of these plan to change their policies to enable more home working



33% of employers plan to introduce new forms of flexible working or increase the uptake of existing flexible working

## Potential impact of working from home <sup>5</sup>



**10.5 days** saved per year

for the average UK worker who commutes to work



**+£20bn** to the economy

if 57% of the UK workforce were to spend their commuting time working



**-£15.3bn** to GDP

if office-based workers work from home, due to lower spending <sup>6</sup>

## Decisions about the future of the workplace

If your business is considering whether to move to remote or hybrid working, we can provide insights, including data about skills availability, salary and pay scales, as well as candidate attitudes to remote working. We can also assist in reaching out to wider talent pools, finding the right people wherever they may be based.

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### Sources:

1. Engaging Works
2. ONS
3. Lenovo / Cebr
4. CIPD
5. PwC
6. British Council for Offices