

DO YOUR HOMEWORK

Working from home has never been easier

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Covid 19 has led to a significant amount of the workforce working from home, particularly office workers. Many staff have also found that this has given them more flexibility to balance work and other responsibilities such as home schooling or childcare. [Organisations should also be careful not to conflate flexible working and homeworking](#) – remote or home-working is just one form of flexible working, of which there are many and the type of home-working we have been experiencing recently is not the usual experience.

There are now [early indications](#) that many employees will wish to continue to undertake some degree of home-working (or flexible working in general) after the current restrictions have passed.

The coronavirus crisis seems to have given many British workers a taste of the work-from-home lifestyle, and the results of a [recent YouGov survey](#) show that many will be reluctant to give it up once the pandemic is over.

Prior to the outbreak 68% of British employees never worked from home. Just one in three did, split between 13% who did so the whole time, and 19% who did so some of the time. But once the crisis is over, most (57%) of those who were working before the outbreak, and who intend to stay part of the workforce, say they want to be able to continue working from home.

But is it possible that the satisfaction and productivity people experience working from home is the product of the social capital built up through countless hours of water-cooler conversations, meetings, and social engagements before the onset of the crisis? A [McKinsey report suggests that working from home may only be popular because it is temporary and not a permanent solution](#).

GET BACK TO WORK

Many staff crave the chance to work together

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Despite the fact that working from home has become normal for many and preferable for some, [3 in 4 workers hope to return to an office at some point in the future, according to a recent survey](#) of 2,033 office workers worldwide by the commercial real estate firm JLL.

Workers were also surveyed about their top priorities in the types of office spaces that would make the biggest impacts on their employee experience.

Nearly half of respondents said they hope their office will prioritise socialisation spaces, such as coffee areas, lounges or terraces. [As other experts have predicted](#) with the post-pandemic rise of hybrid arrangements, workers may choose to use their remote-work days for solo focused work; meanwhile, employers may dedicate their office buildings to gathering spaces for teamwork, collaboration and companywide networking events.

“It’s becoming clear socialising is important to people’s productivity, as well as career outlook and development opportunities,”

FURTHER READING

