


The Burdens and Challenges of the New World of Work

 **77%** of workers wish to spend more than a day a week working from home

But, Home

Working often Involves ...

Longer Working Hours, Harder to Switch Off, Worry about Perceptions of Laziness, Intensification of Working Hours

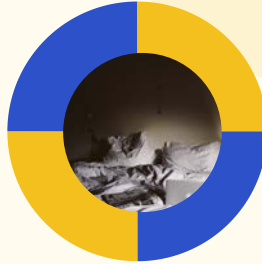
Increase in Costs of Domestic Utilities, Concerns about Lack of Promotion Opportunities

Technology has changed but perceptions of working patterns have not adapted accordingly

On the Plus Side

Reduction in Commuting Time, Increased Productivity,

Better Integration of Work and Non Work Responsibilities, Better Management of Disabilities and other Conditions



In Brief



32%

of workers believe that technology forces them to work to increasingly tight time schedules



27%

of workers feel that technology forces them to work more than they can handle



25%

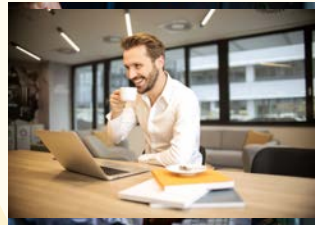
of workers report that technology forces them to work faster than they are used to



46%

of workers felt that they don't have the appropriate equipment to conduct their work effectively.

The Hybrid Workplace Can Be A Success



The reported increase in productivity from homeworking at a level of around the 35% mentioned in the peak of the pandemic is not sustainable

Productivity can still be enhanced with a reduction in formal working hours

What Employers Can Do

1

Throw out the rule book! The book was re-written rapidly at the start of the pandemic yet we still expect working patterns and working hours to be the same as pre digital times

2

Allow employees the opportunity to work flexibly but balance flexibility with the needs for core days/hours in the office to ensure innovation and peer support

3

Respect workers' ability to work independently and autonomously.

4

Work with the 'Right to Disconnect' Campaign - <https://righttodisconnectuk.com>



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For me the key driver is being flexible. I like the ability to be in the office some days, some hours. I like to be able to look at my calendar even the day before and decide. So, I don't want to be tied to a desk on specific days and hours. I will aim to be consistently in the office one day a week and then run all my meetings on that day... have a couple of days either side where I aim to be in the office for effectively a day of working between those two days, and then drop in and out for meetings across the rest of the week

Communications Manager