



# Eden McCallum Insights on Hybrid Working

Office Worker Surveys UK

October 2022

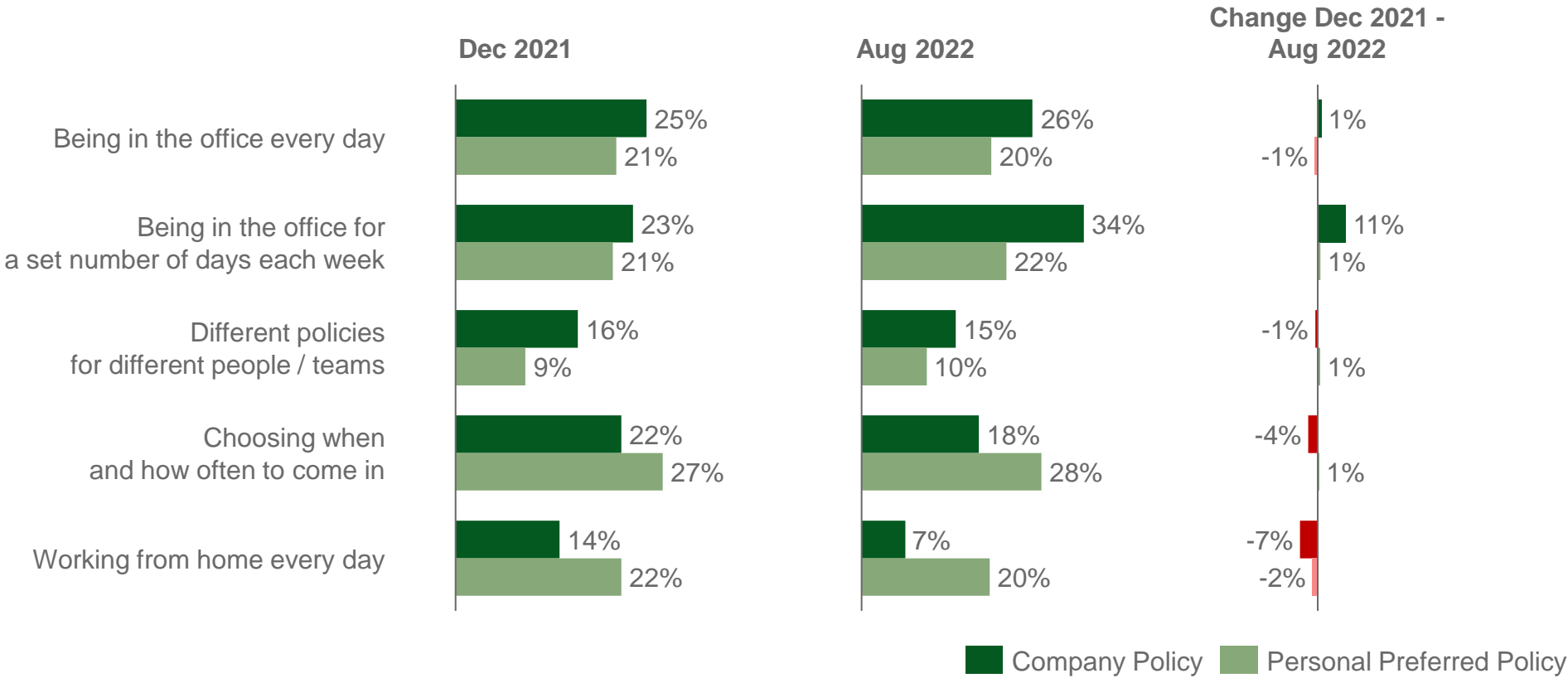
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The proportion of respondents working from home every day has halved since Dec 2021; the flexibility of hybrid working has also reduced, with c.1 in 3 employers now specifying a set number of days in the office, compared to c.1 in 4 in Dec 2021

## OFFICE WORKERS' POLICY AND PREFERENCES ON WORKING FROM HOME AND IN THE OFFICE

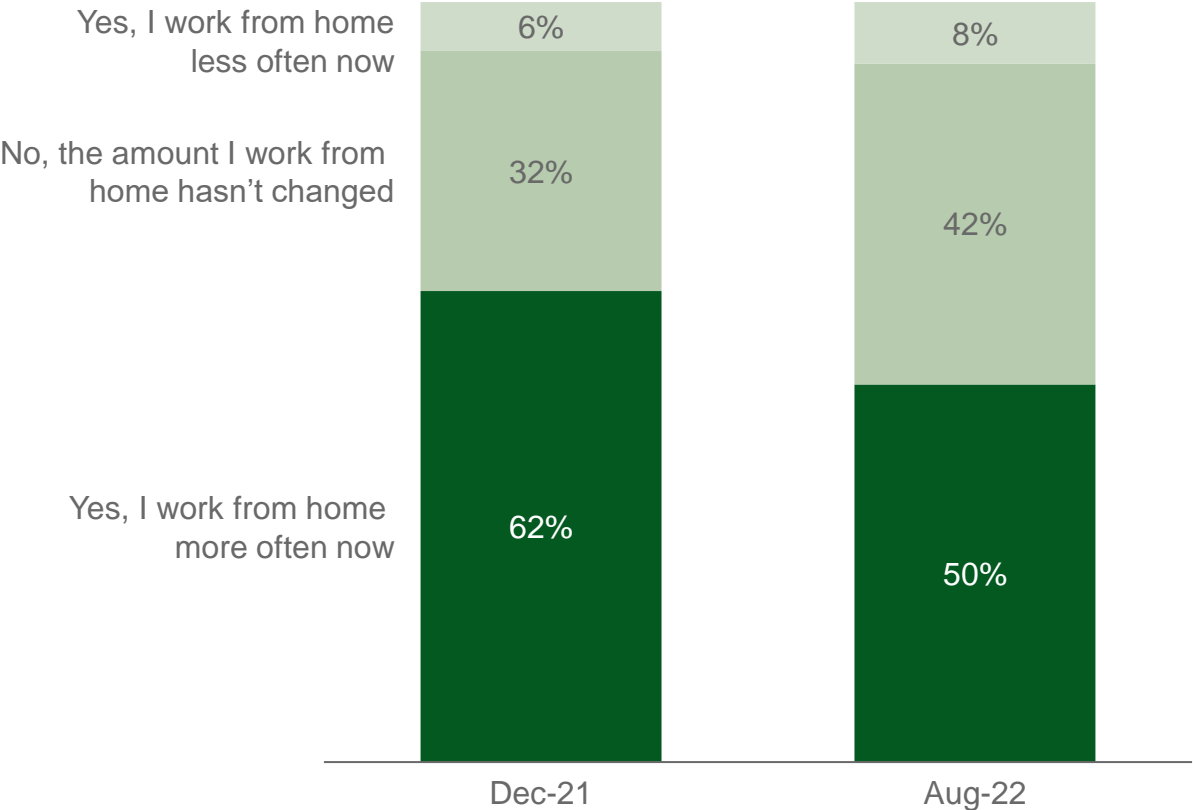


Notes: December 2021 n = 481, August 2022 n = 819; Questions: 'If you could set the policy for working from home and in the office for you and your colleagues each week, what would you choose?'; 'Which of the following most closely resembles your company's policy towards working from home and in the office?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata surveys

As these policies take effect, c.50% of office workers are working from home more often now than before the pandemic, compared to c.60% in Dec 2021

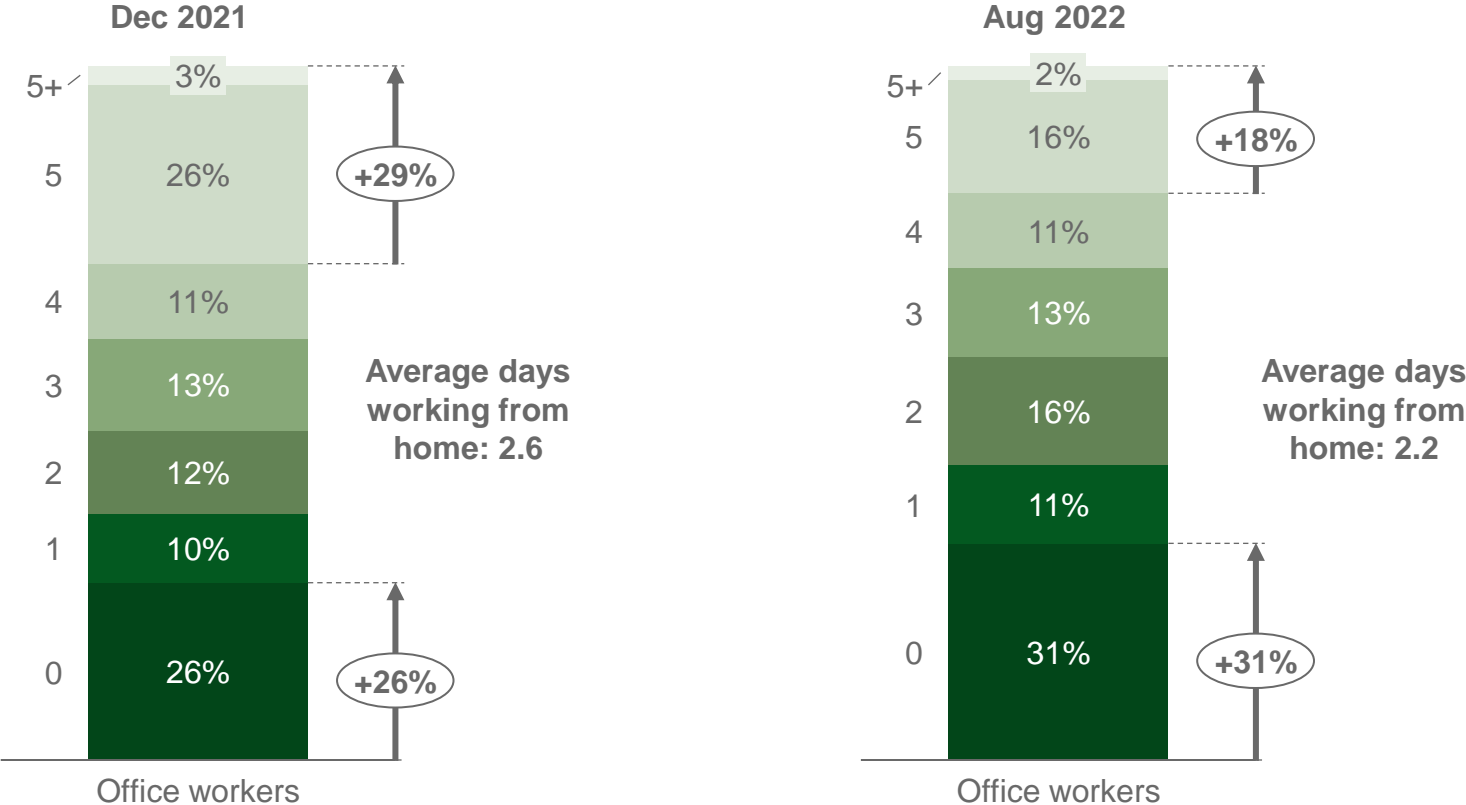
### CHANGE IN AMOUNT WORKED FROM HOME FOR OFFICE WORKERS NOW VS PRE-PANDEMIC



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Have the number of days you work from home in an average week changed compared to before the Covid-19 pandemic?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

# The average number of days worked from home has fallen by half a day since Dec 2021

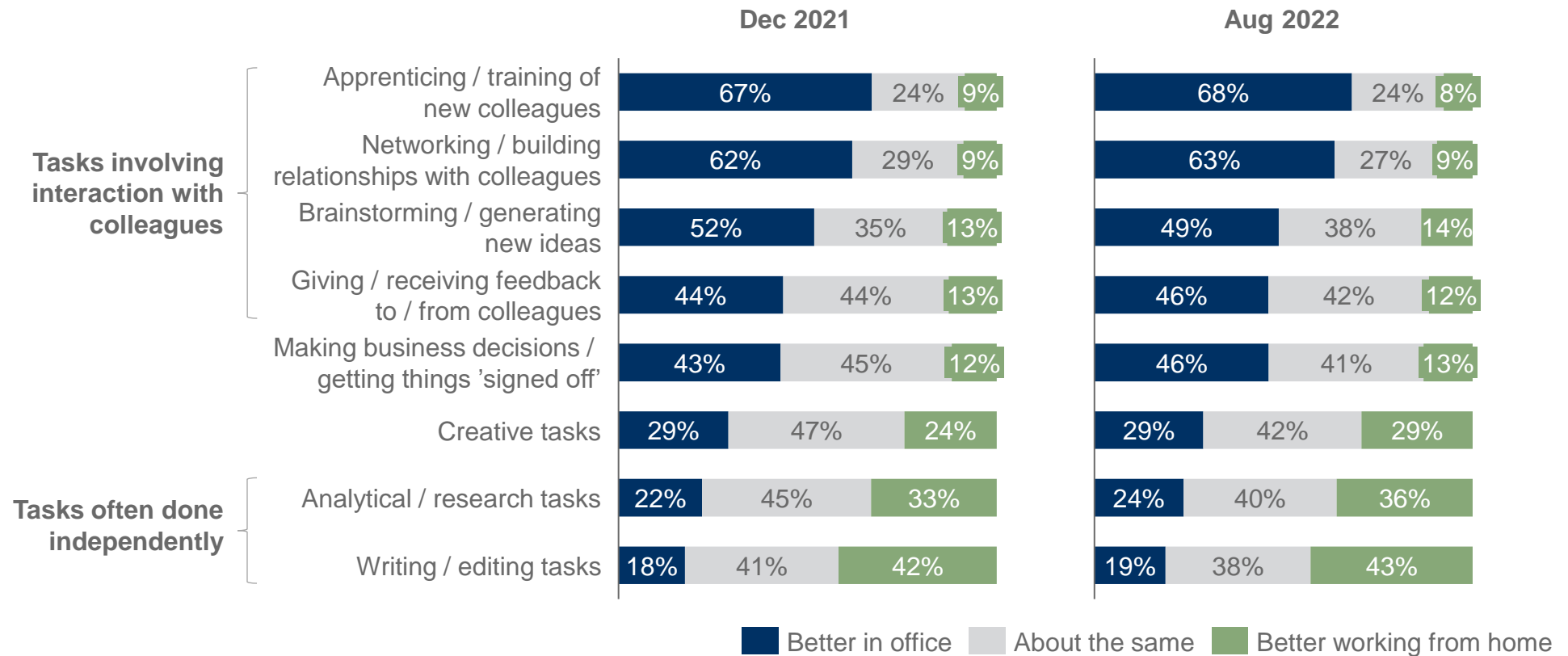
## AVERAGE DAYS WORKED FROM HOME BY OFFICE WORKERS EACH WEEK



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'In an average week, how many days do you work from home?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

Office worker views about which tasks are done better in the office vs at home remains unchanged, with a clear preference for 'interactive' tasks to be done in the office

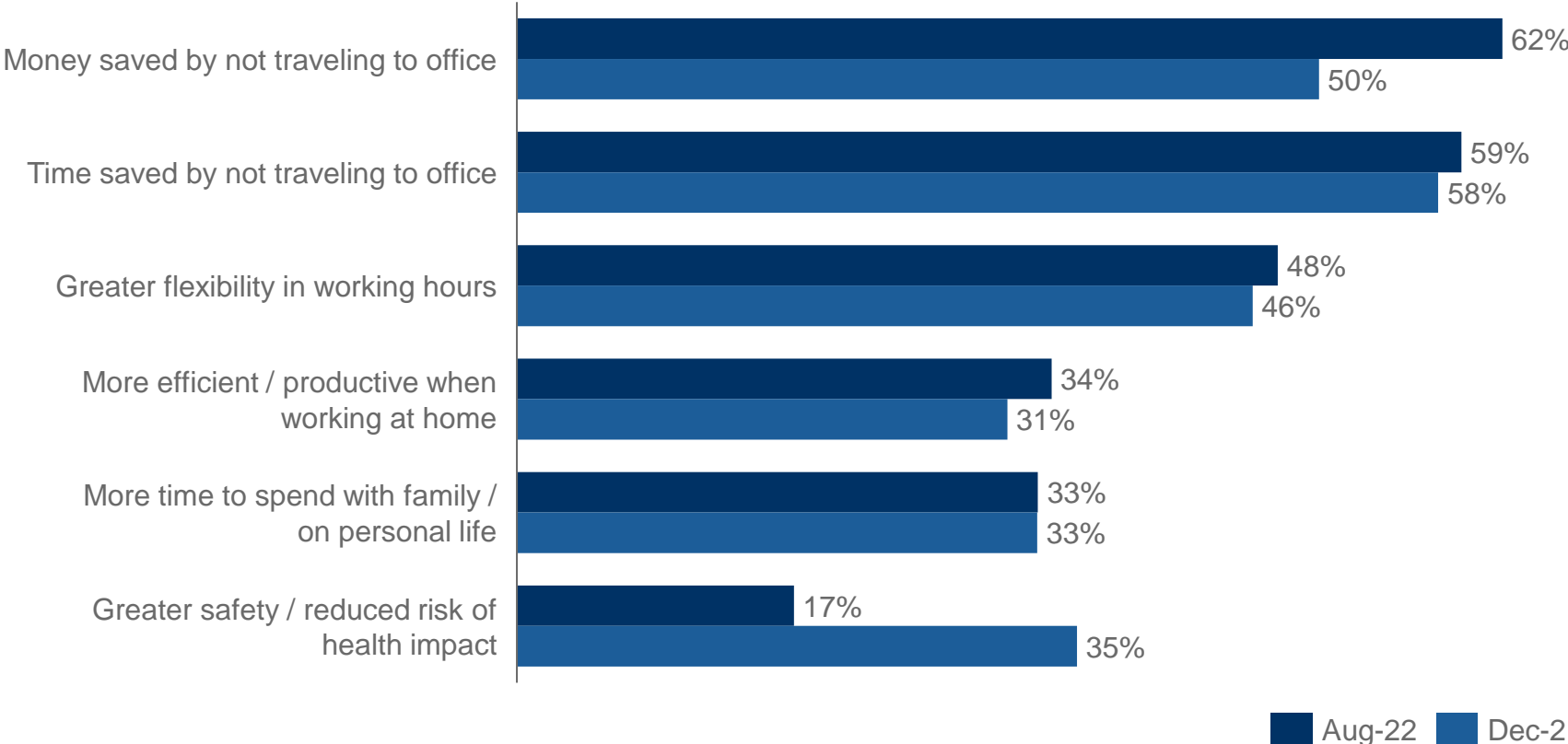
## OFFICE WORKERS' PREFERENCES FOR TASKS TO BE DONE AT HOME OR IN THE OFFICE



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Which of the following do you think are better done at home and which are better in the office?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

Saving both time and money by not commuting continue to be viewed as the main benefits of working from home; fewer respondents are concerned by the safety / health impact of office working than in Dec 2021

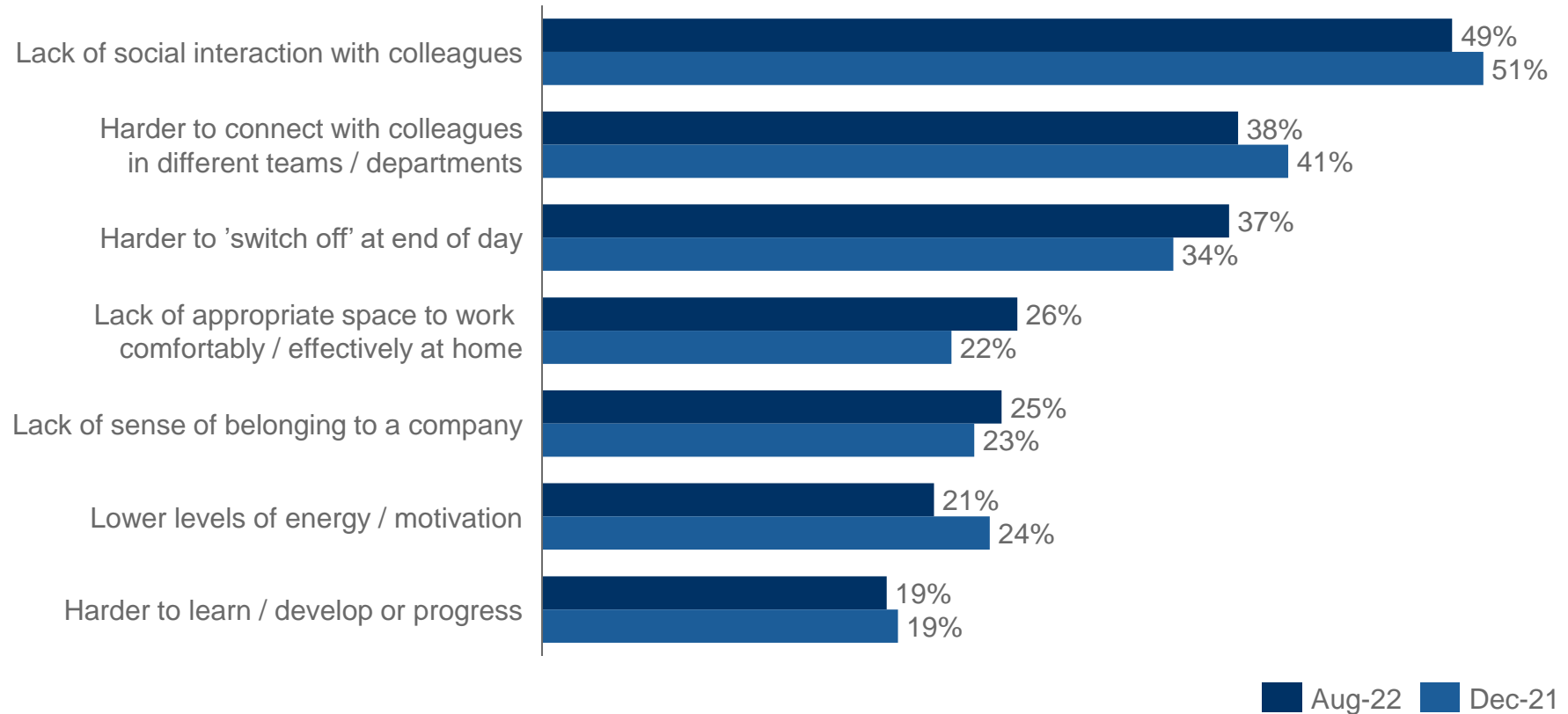
### OFFICE WORKERS' PERCEIVED BENEFITS OF HOME WORKING



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Many people identify potential benefits from home working. What do you consider to be the top 3 benefits?'; Excludes those who answered 'I don't know / doesn't apply'  
Source: Eden McCallum & Dynata surveys

# Challenges in interacting with colleagues remains the biggest perceived downside of home working

## OFFICE WORKERS' PERCEIVED NEGATIVES OF HOME WORKING



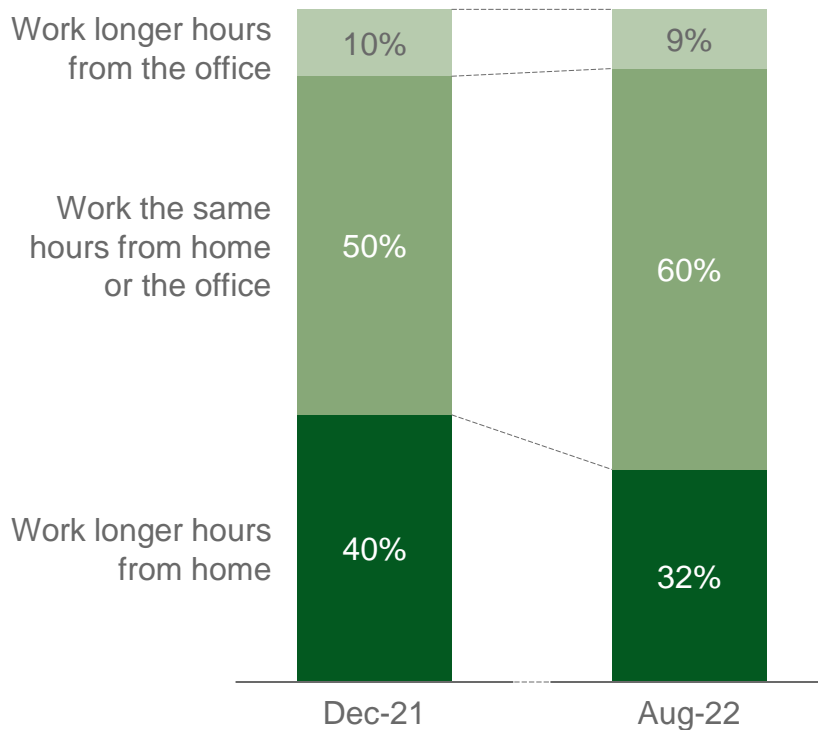
Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Many people identify potential negatives of working from home. What do you consider to be the top 3 downsides?'; Excludes those who answered 'I don't know / doesn't apply'

Source: Eden McCallum & Dynata surveys

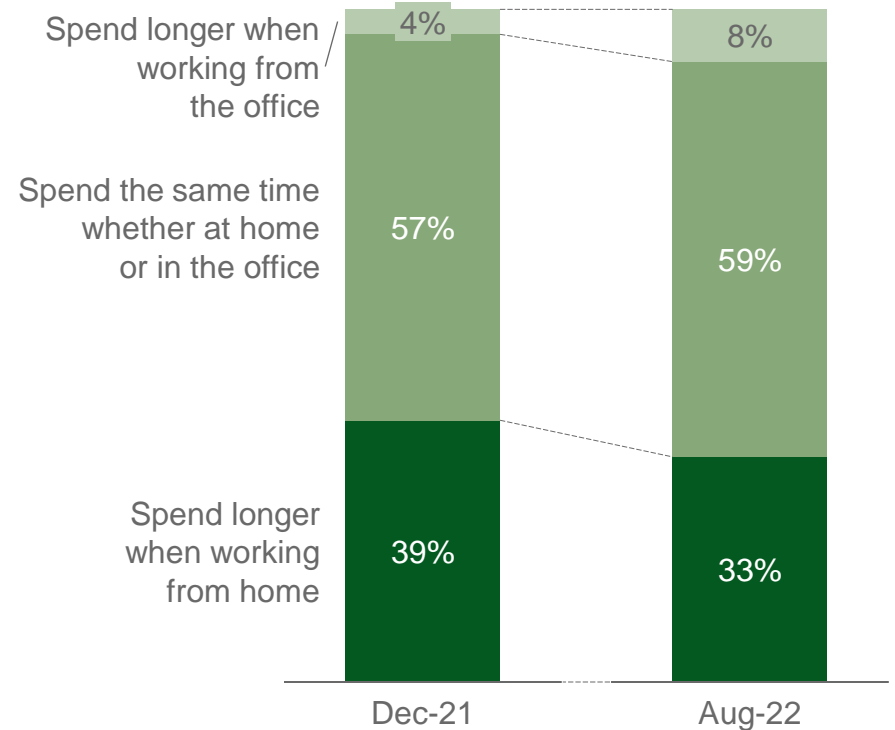
# Fewer office workers report working longer hours and spending more time on domestic tasks when working from home

## TIME SPENT WORKING FROM HOME VS IN THE OFFICE: 'WORK' AND DOMESTIC TASKS BY OFFICE WORKERS

### Hours worked at home vs in the office



### Hours spent on domestic tasks



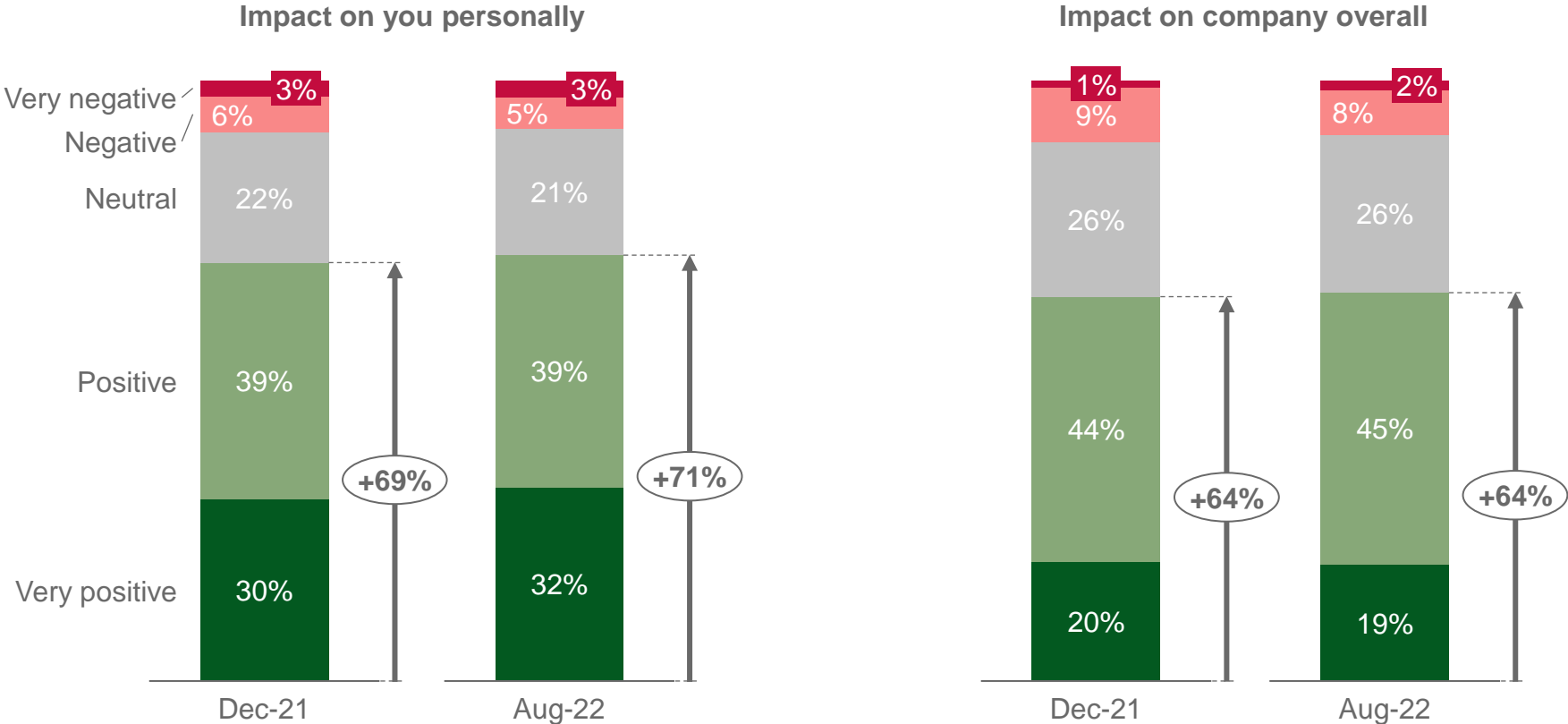
Notes: December 2021 n = 481, August 2022 n = 819; Questions: 'How do your working hours compare on the days you work from home vs the days you are in the office?'; 'How do the hours you spend on domestic / family tasks compare on the days when you work from home vs the days you are in the office?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely

Source: Eden McCallum & Dynata surveys



# Respondents continue to be more positive about the impact of remote working for them personally than for their company overall

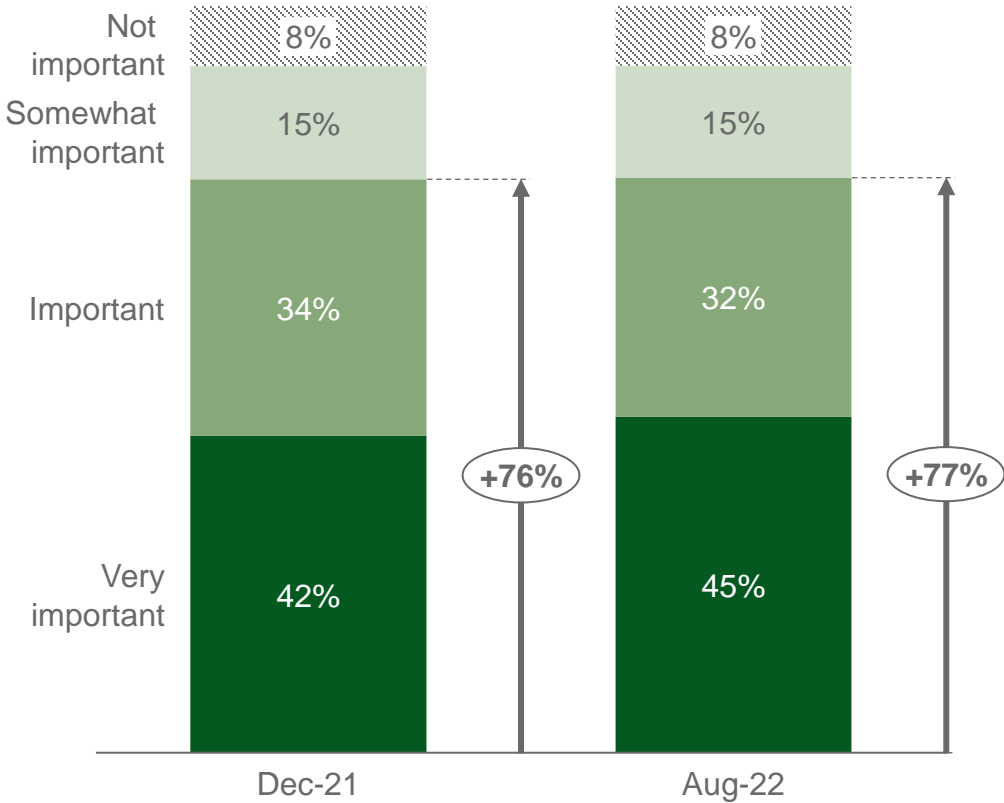
## IMPACT OF REMOTE WORKING ON OFFICE WORKERS AND THEIR COMPANIES



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'On balance, what do you think is / would be the overall impact of having the flexibility to work from home?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
 Source: Eden McCallum & Dynata surveys

# Hybrid working continues to be an important factor for workers when they consider their next role, with 3 in 4 viewing it as important

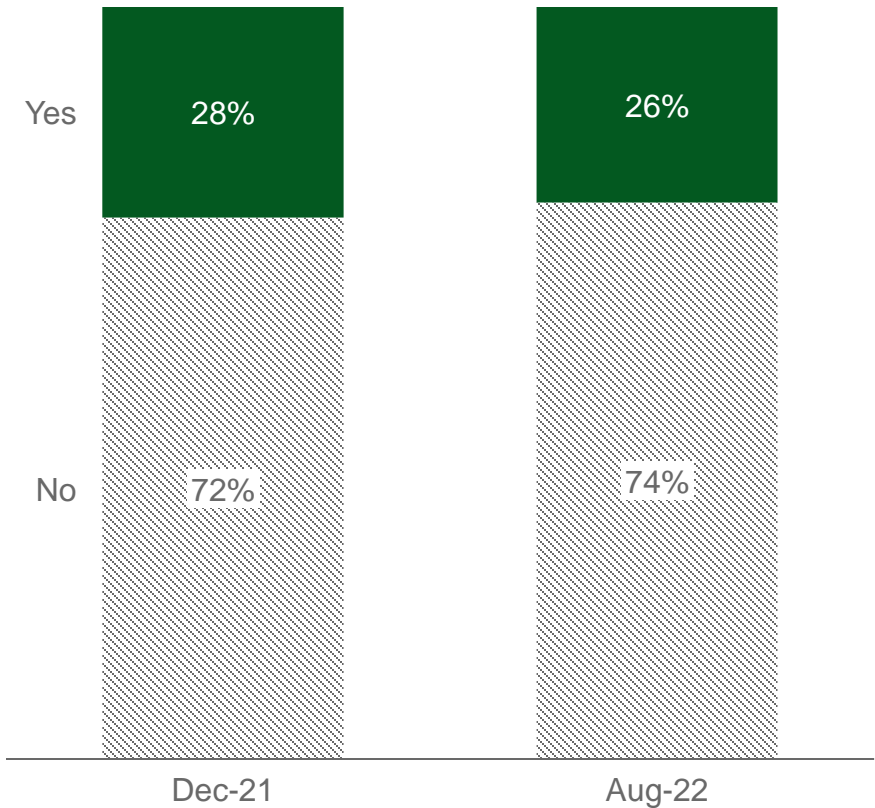
## IMPORTANCE OF HYBRID WORKING FOR OFFICE WORKERS' NEXT ROLE



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Thinking about the next time you change your job, how important will it be that your new employer offers you the flexibility to work from home at least some of the time?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

# Similar numbers of employees are looking to enter the job market compared to 6 months ago

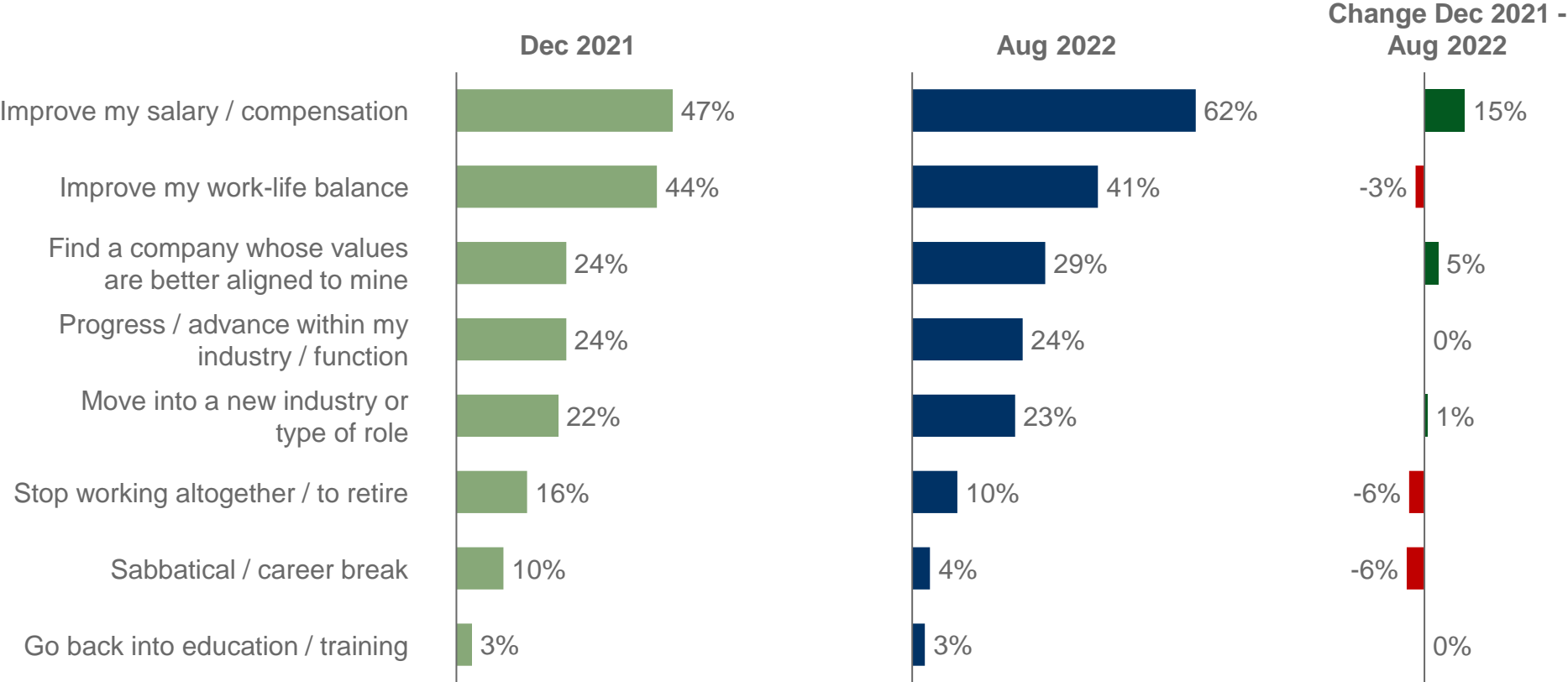
## OFFICE WORKERS CONSIDERING LEAVING THEIR JOBS IN THE NEXT 6-12 MONTHS



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'Are you considering leaving your job in the next 6-12 months?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

Compensation and work-life balance remain the top reasons for seeking a new job; finding a company whose values align with their own has increased in importance, while fewer respondents report that they are retiring or taking career breaks

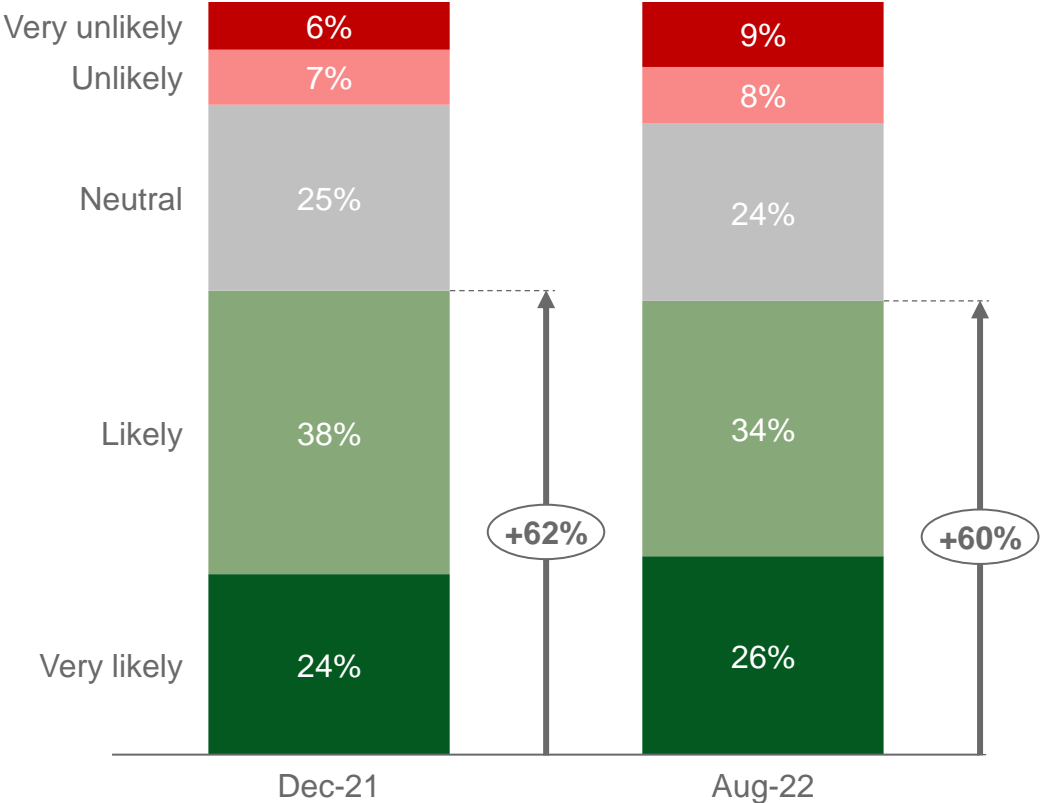
### OFFICE WORKERS' REASONS FOR CONSIDERING LEAVING THEIR JOB



Notes: December 2021 n = 116, August 2022 n = 182; Question: 'Why are you considering leaving your job?'; Excludes those who answered 'I don't know / doesn't apply'  
 Source: Eden McCallum & Dynata surveys

The proportion of office workers who would consider looking for work anywhere in the UK if hybrid working was an option remains high, at c.60%

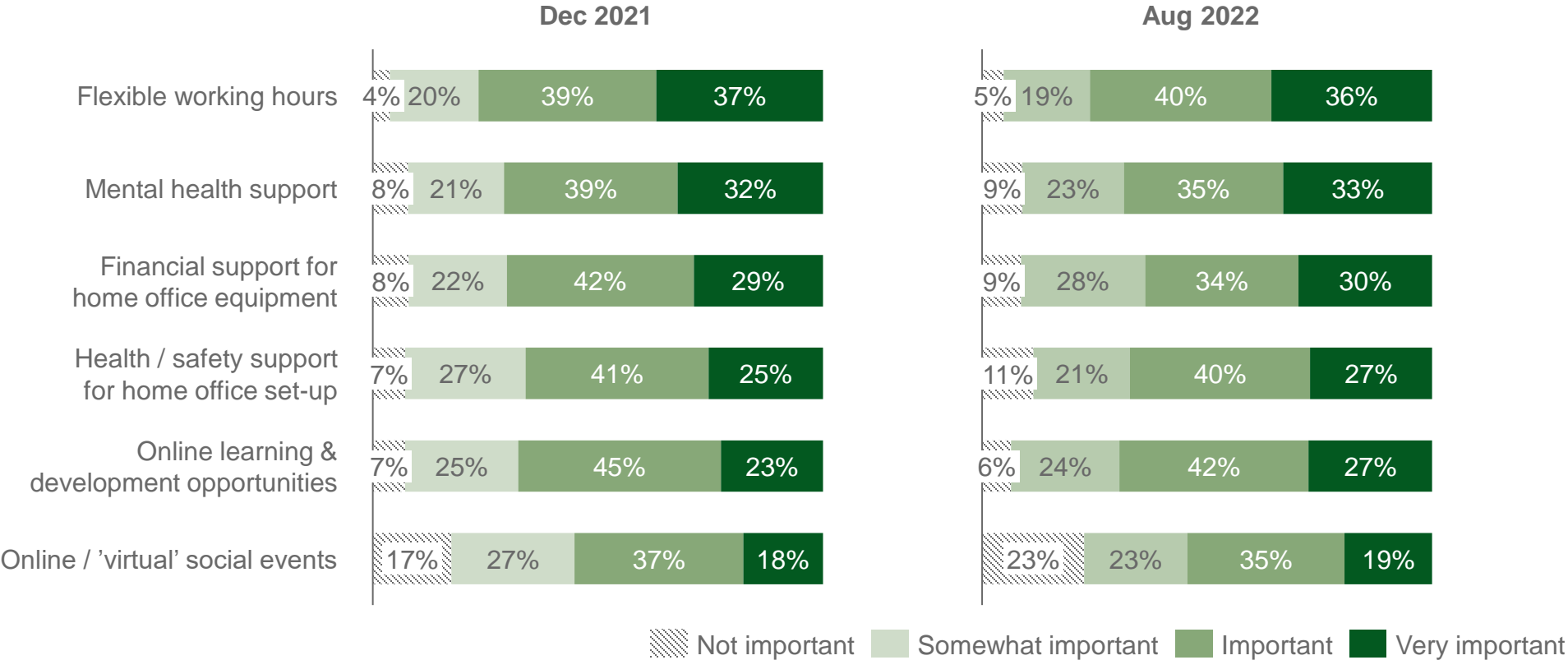
### OFFICE WORKERS' WILLINGNESS TO WORK ANYWHERE IN THE UK WITH HYBRID WORKING OPTION



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'When you next change your job, how likely would you be to consider looking for jobs anywhere in the country if they offer you the flexibility to work from home at least some of the time?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
Source: Eden McCallum & Dynata surveys

# All forms of support for home working continue to be valued by office workers, particularly flexible working and mental health support

## IMPORTANCE OF EMPLOYERS MEASURES THAT ARE IN PLACE FOR OFFICE WORKERS WORKING FROM HOME



Notes: December 2021 n = 481, August 2022 n = 819; Question: 'How important do you think it is that your employer offer these measures to support people working from home?'; Excludes those who answered 'I don't know / doesn't apply'; Due to rounding percentages may not sum precisely  
 Source: Eden McCallum & Dynata surveys

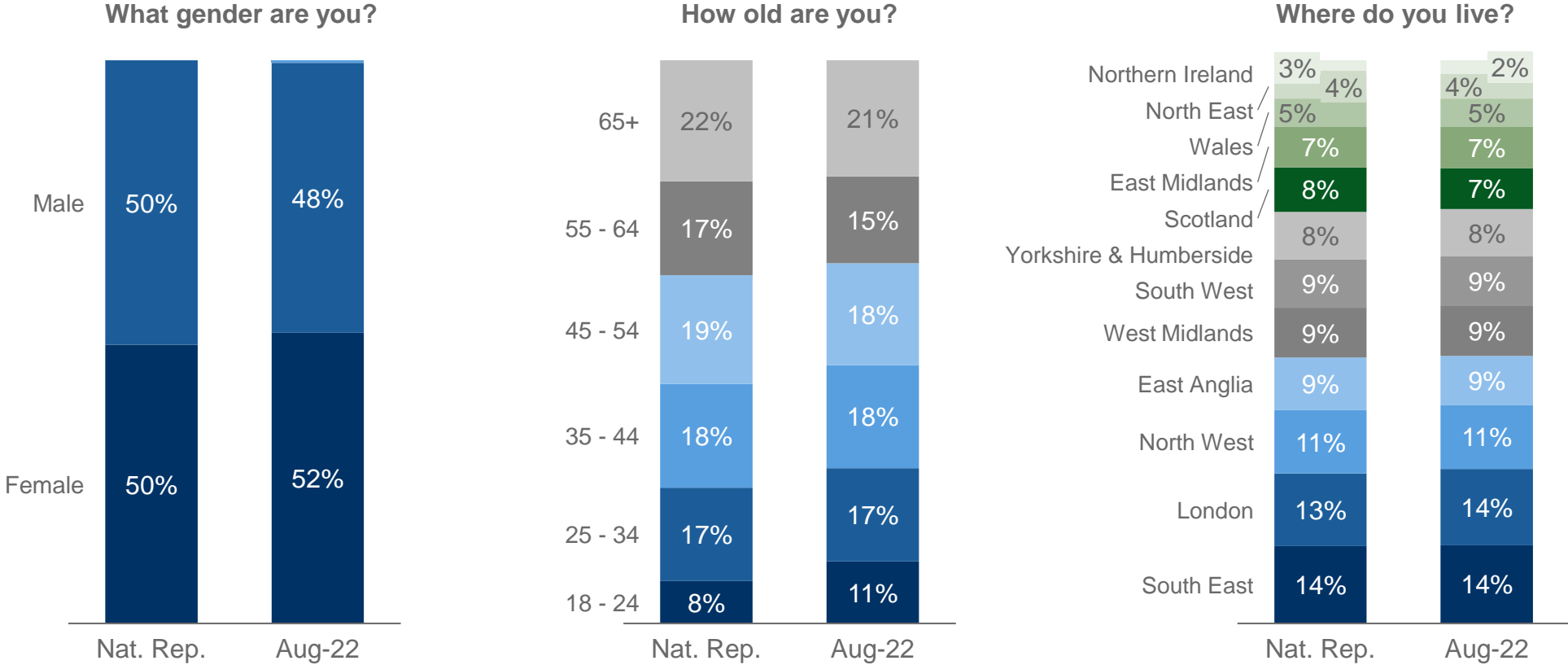
# Contents



## Sample demographics

# The survey respondents are a nationally representative sample in terms of gender, age and regional distribution

## KEY FACTS ABOUT THE UK SAMPLE

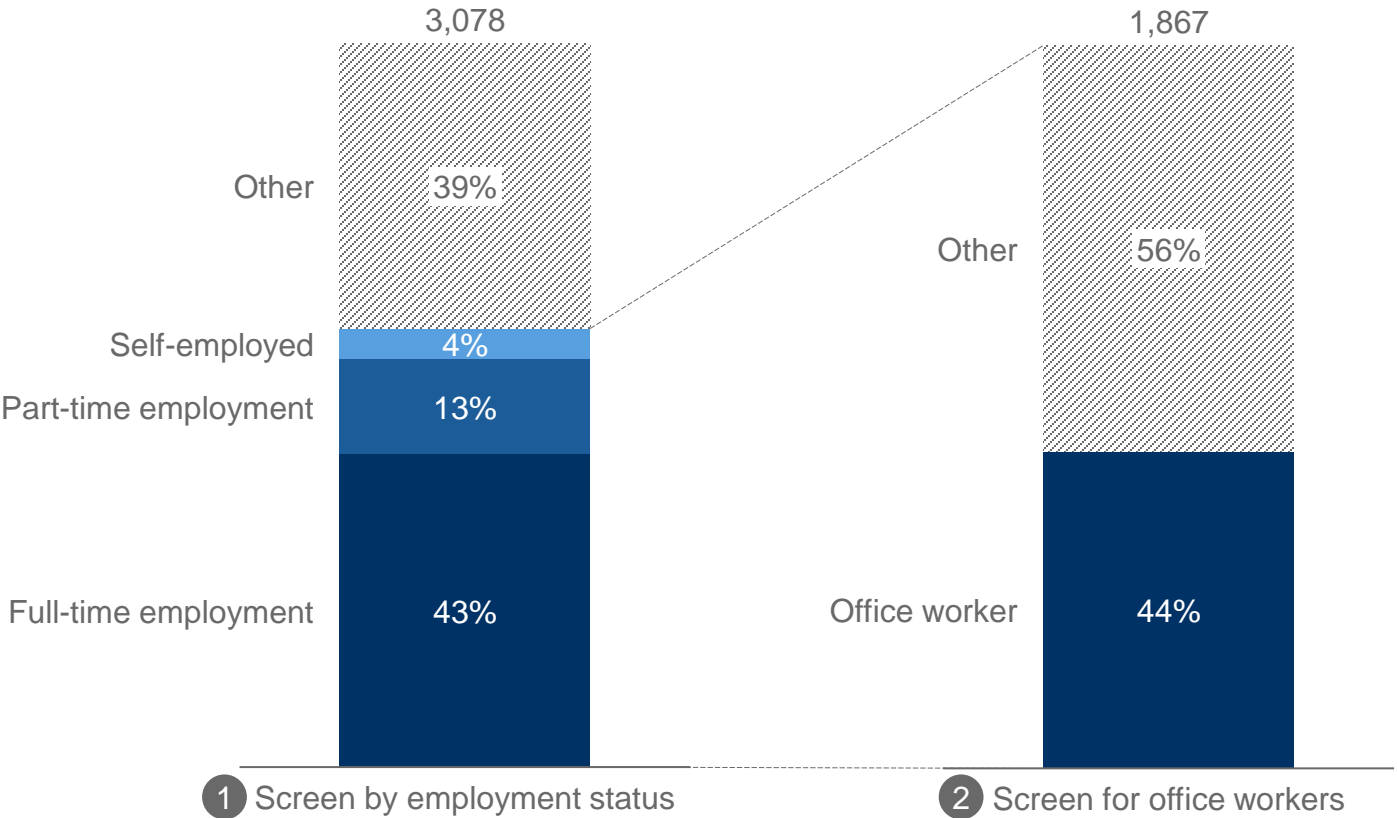


Notes: n = 3,058 – 3,078; Questions: 'What gender do you identify as?'; 'How old are you?'; 'Where do you live?'; Due to rounding percentages may not sum precisely  
 Source: Eden McCallum & Dynata surveys, National Statistics Office



# The office worker survey was carried out with office workers screened from a nationally representative sample of UK respondents

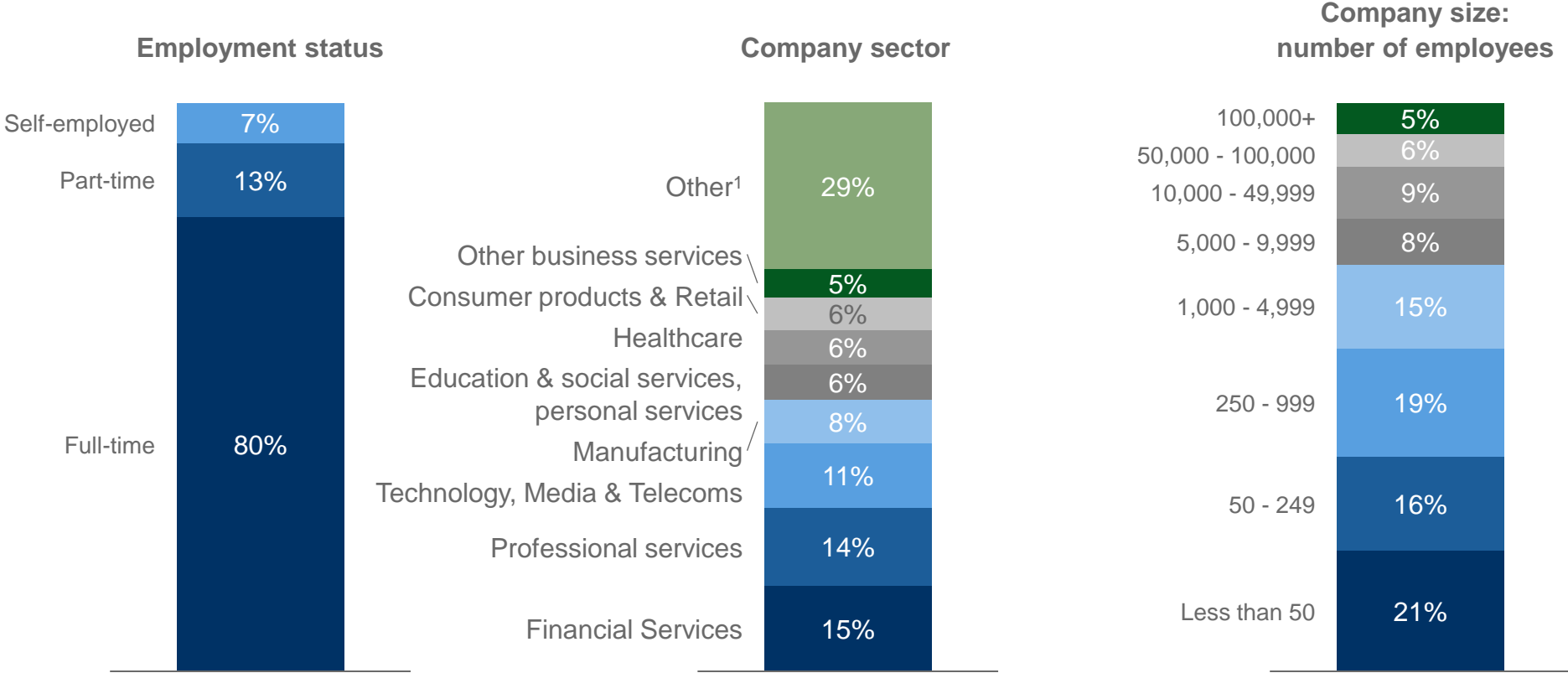
## SCREENING OF UK RESPONDENTS



Notes: Questions: 'How would you describe your employment status?'; 'How would you describe the type of location you would normally spend most of your time working in?'; Excludes those who answered 'I don't know / doesn't apply' and / or 'Prefer not to say'; Due to rounding percentages may not sum precisely  
Source: EM Consumer Research Survey August 2022; n = 3,078

# The office workers screened from the sample work in a broad range of industries and companies of varying sizes

## UK WAYS OF WORKING: OFFICE WORKERS



Notes: 'Other' includes Construction & Real Estate; Transport & Logistics; Travel, Tourism & Leisure; Automotive, Agriculture, Utilities, Oil & Gas; and Mining; Questions: 'How would you describe your employment status?'; 'What is your company's main line of business?'; 'How many people does your company employ in all of its locations?'; Excludes those who answered 'I don't know' / 'Prefer not to say'; Due to rounding percentages may not sum precisely

Source: EM Consumer Research Survey August 2022; n = 819