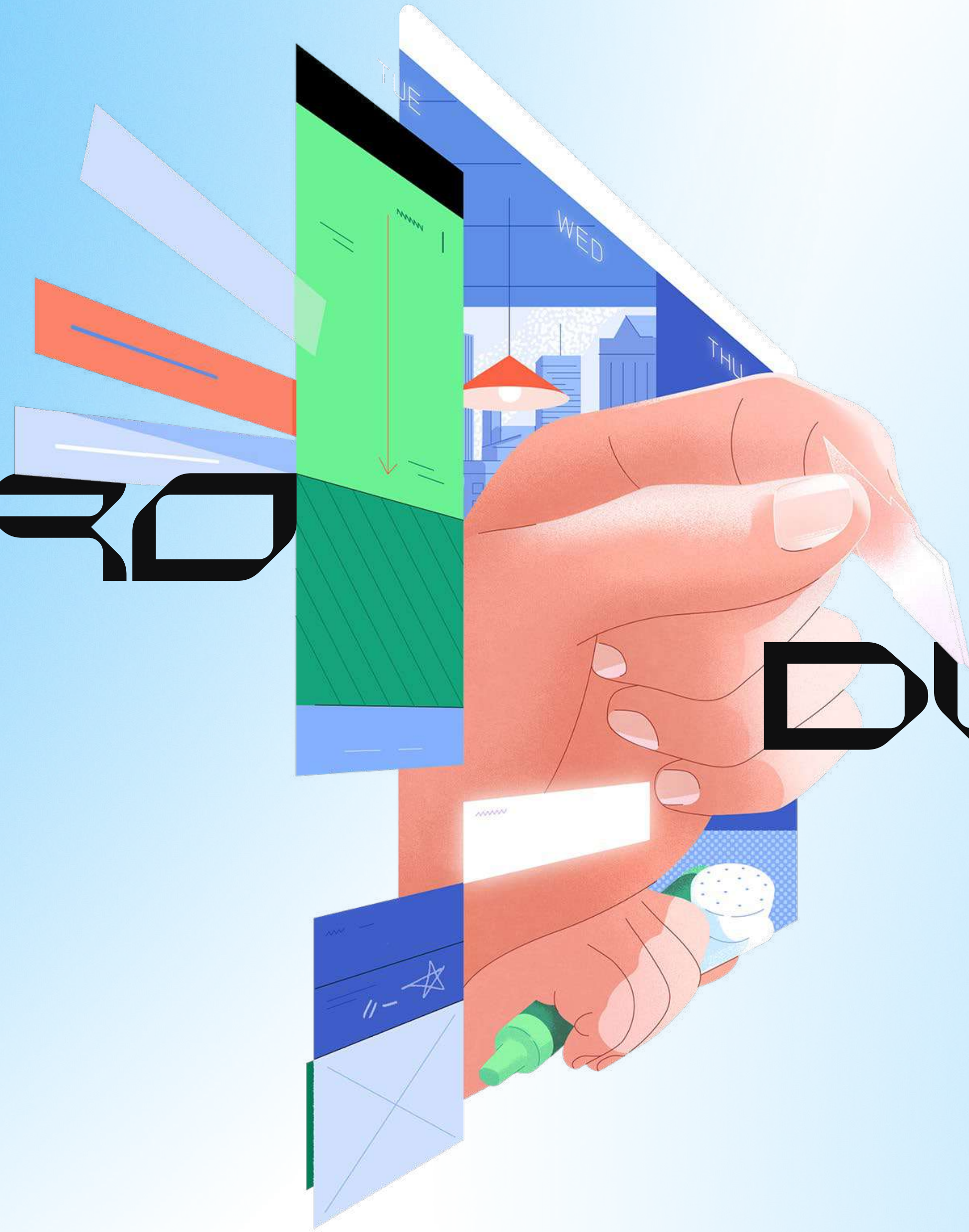




THE REMOTE WORK REPORT

INTRO

DUCTION



INTRODUCTION

→

SETTING THE SCENE

KEY FINDINGS

Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

Executive Summary

The world of work is changing fast. **Wellbeing, social connections and trust are leading themes in our research results.**

Knowledge workers in the UK are resilient, quickly adapting to remote work at the flick of a switch. If anything, it’s managers that are holding on to the old ways – 43% of respondents said that they were returning to the office not out of choice, but because they’d been directed to by their employer.

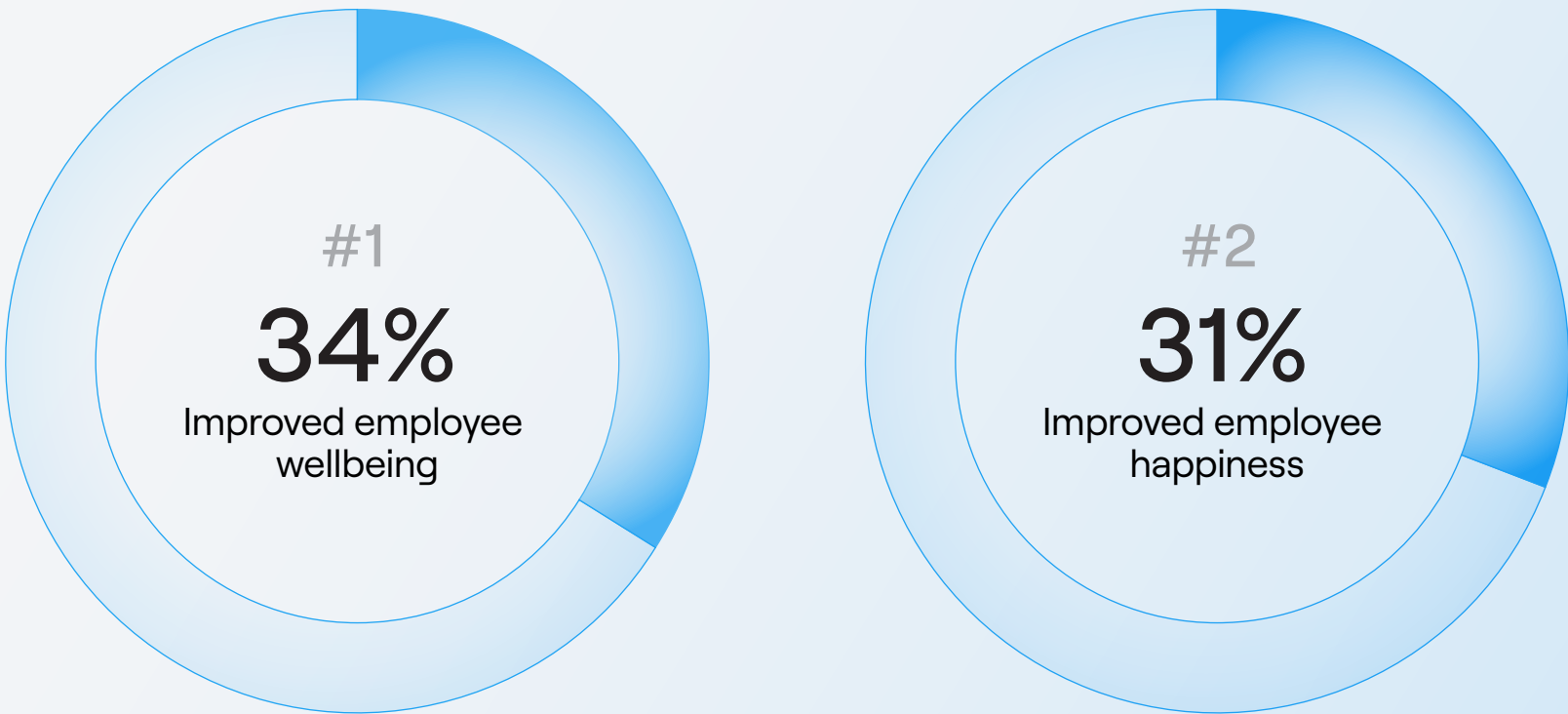
Soaring costs of living, high commute costs and Covid dragging on are making workers reluctant to return to the office, yet there are distinct benefits. **Our key findings show that UK workers prefer hybrid – they have sorely missed their colleagues. Flexibility is here to stay, and wellbeing is a top priority.**

Covid accelerated a trend towards remote that was already in play, and tech has played a big part in that digital transformation. But not all workers are convinced.

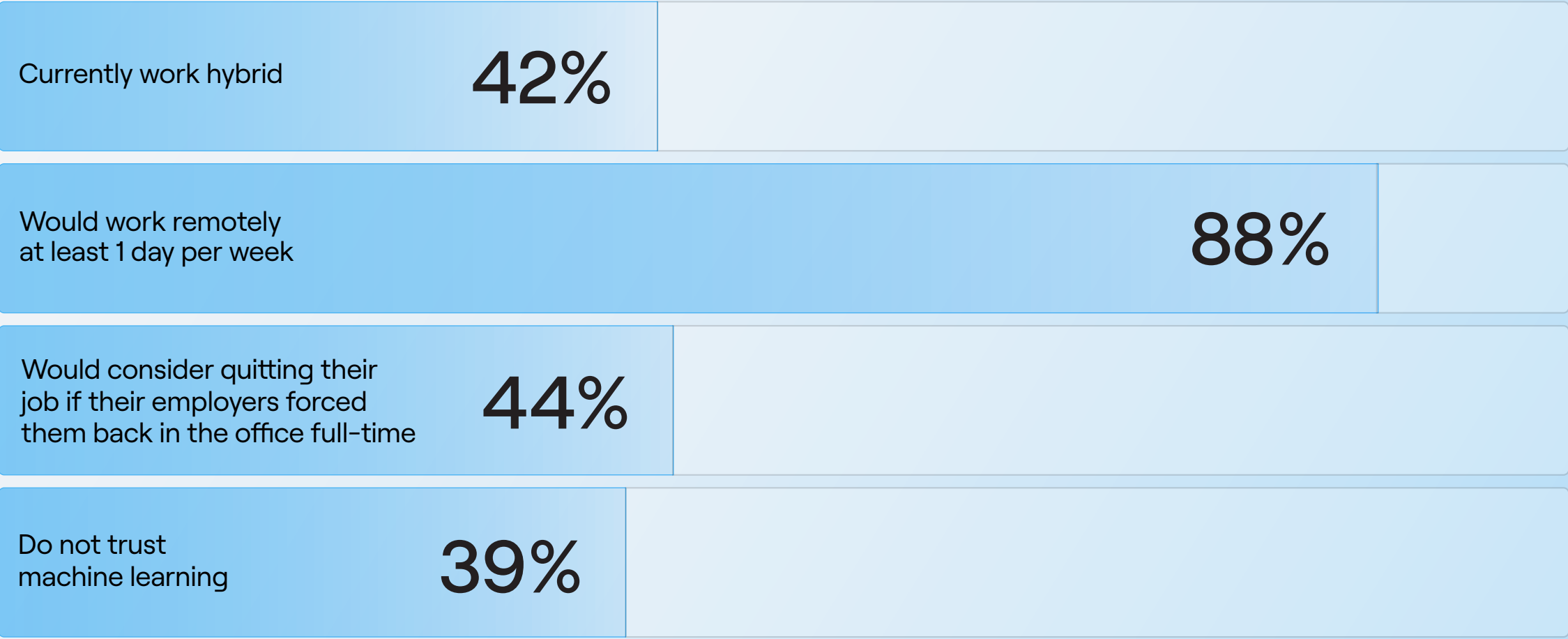
This report represents a segment we surveyed in the employment market. We are mostly examining data from ‘**knowledge workers**’, defined as workers with jobs which require them to work primarily on a computer or with documentation, rather than a job which is predominantly physical or location-bound.

Key stats at a glance

TOP 2 REASONS EMPLOYERS SUPPORT REMOTE WORKING



KEY STATISTICS



INTRODUCTION

→

SETTING THE SCENE

KEY FINDINGS

Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

2022 has been another whirlwind year

We’d barely recovered from the shock New York Times takeover of crossword sensation Wordle – forever changing life as we know it – then it got hot. Like, record breaking hot. Everyone felt it, there was nowhere to hide, or cool down.



The cost of living went through the roof – and kept on going. Beyoncé dropped her first solo studio album in six years, with the first release a nod towards the Great Resignation; *And they work my nerves / That’s why I cannot sleep at night*.

This is the new normal we were looking forward to, remember?
**Scrambles around looking for the silver linings*

While we’re on the subject of the new normal – where’s your favourite spot to work these days? The office? Did you miss your ergonomic chair? Or do you prefer your sofa? The kitchen table?

Wherever you work best, our guess is that it changed in the last few years. Working from home quickly went from being the exception to the rule. Three long years into Covid, we’re holding on to hybrid in varying degrees – from arm’s length to lover’s embrace. Can we let go? Should we?

The future is rushing to meet us at considerable speed, throwing challenges and curveballs and crisis after crisis. But rather than lament and catastrophise, let’s take a break from the very British habit of miserabilism. Instead, let’s take a step back and consider the common thread here: **change**.

The pandemic accelerated a change that was already in motion. If we’ve learnt anything from the past few years, it’s that we can adapt fast to change, and we are more resilient and more capable than we thought. Remote work has been a saving grace in trying times.

While we don’t have a crystal ball, we wanted to examine the current state of remote work, and how this might shape working trends. We’ve gathered responses from employees across the UK to share their sentiments on how remote, hybrid and office working is shaping the future of work.

In this Report we’re shining a spotlight on what has – and hasn’t – been working, including the way we work. As we go forwards, can remote work continue to provide flexibility like no other, soften the rising cost of living, and benefit marginalised groups – helping address important issues affecting British workers in 2022?

We’ll examine the drivers for change and, though we can’t predict what the future holds, we lay out our thoughts on what we might expect.

We surveyed over 2,000 workers between the 9th and 20th of June, 2022. We asked them about the way they work, how the pandemic has shaped their working habits, and what they think of new technology.

What we really wanted to know is how remote and hybrid working trends are affecting employee careers, productivity and learning, and what this might mean for the future.

With debates around a return to the traditional office format heating up, we want to help you make informed decisions for your business.

We hope this insightful information, along with tips and suggestions from our employment experts, will help you better support your team in 2022 and beyond.

So grab a cup of tea, fellow Brits, and take a break from your home office to dive into our report. Because this is the future of remote work. You’re already living it.

– THE TEAM AT EMPLOYMENT HERO

SETTING THE SCENE





Flexible is the new normal

Shifting priorities

The rise of the machine

How we got here

Through the ups and downs of the pandemic, we’ve learnt a lot about how we can adapt and innovate. Yet, when it comes to work, it would seem we’re conflicted. Many employers have decided on a return to the office full-time for their staff, while others are championing remote working.

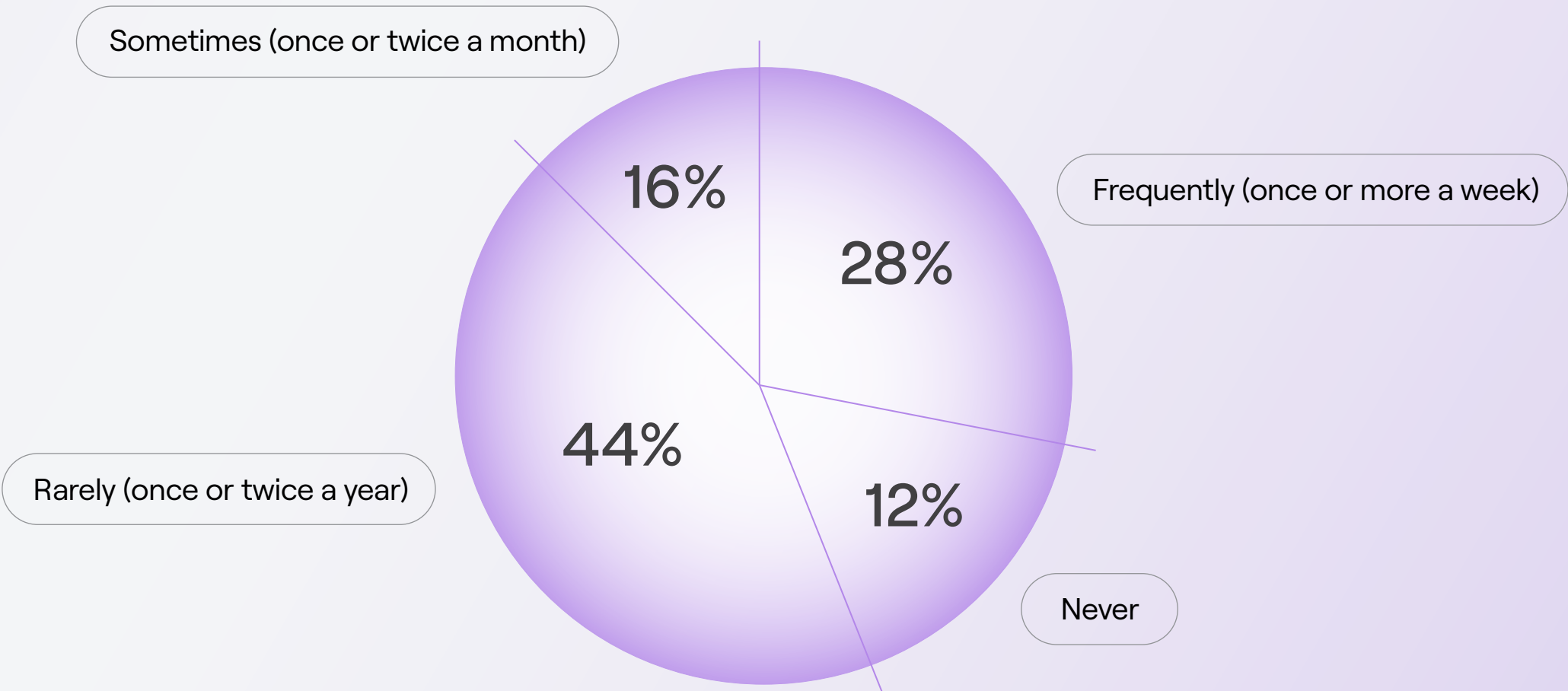
Others have shifted to a hybrid working model, while some are reluctant to make a hard decision as the pandemic continues on in the background.

Prior to the pandemic, 28% of our UK respondents said they worked remotely frequently (once or more per week).

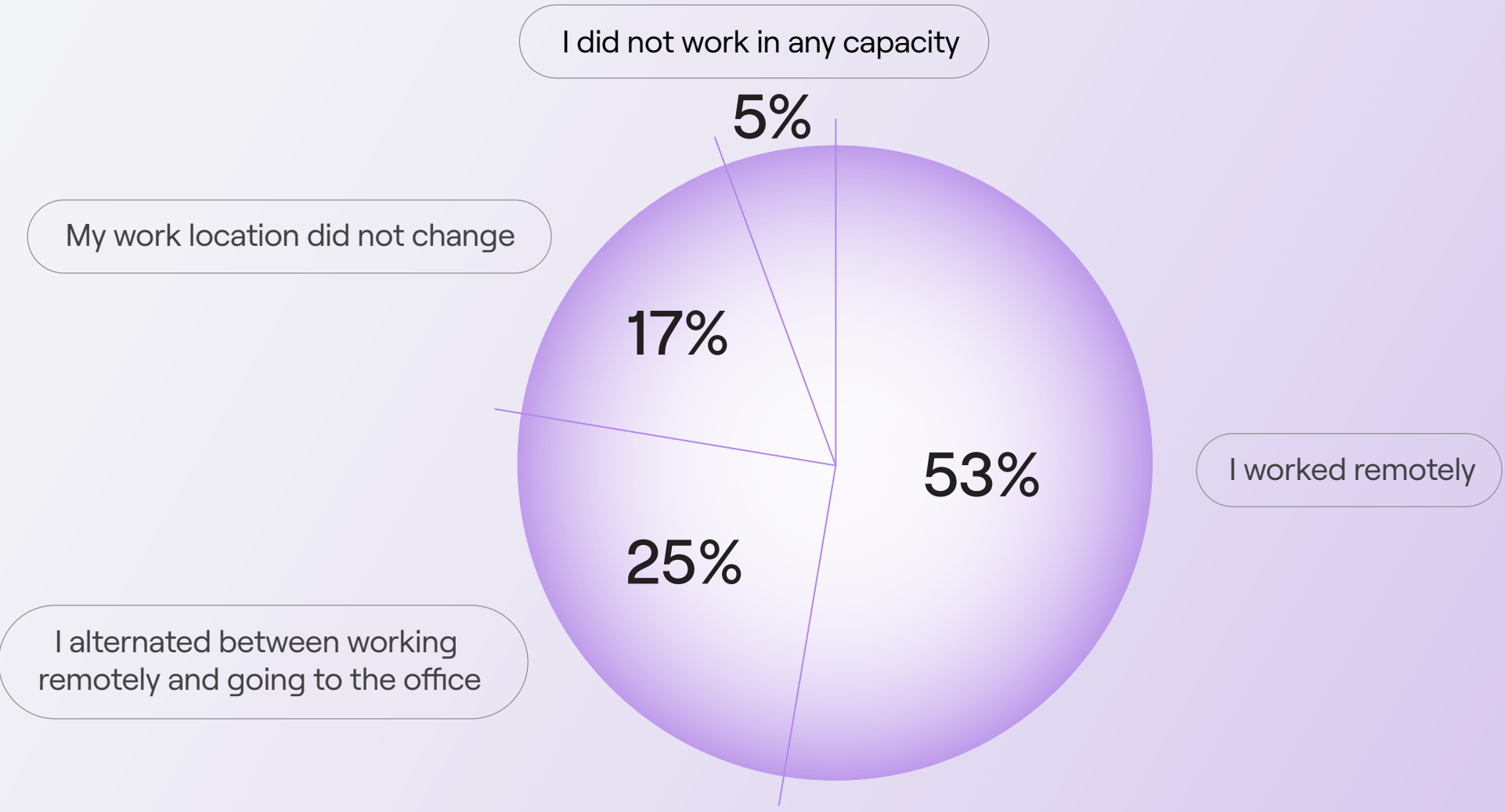
However remote working was a rare occurrence for most knowledge workers, with 56% saying they never or rarely worked remotely.

As we know, the pandemic was a significant catalyst driving an unprecedented surge in remote work. During Covid-19, 53% of workers we surveyed indicated they worked remotely. Nearly a quarter became hybrid (alternating between working remotely and from the office). Age appeared to factor into work location preferences however, as those aged 55 and over were nearly twice as likely to say their work location **did not change during the pandemic**.

FREQUENCY OF REMOTE WORKING BEFORE THE PANDEMIC



FREQUENCY OF REMOTE WORKING DURING 2020 AND 2021





Flexible is the new normal

Shifting priorities

The rise of the machine

Broadly speaking, across our multi region survey (capturing sentiments from Singapore, New Zealand, Australia and Malaysia) we found that 43% of workers have returned to the office, with 39% working in a hybrid fashion, with 18% still working remotely. But when we look at the UK in isolation, we found that hybrid is actually more common, more people are working remotely, and fewer knowledge workers have returned to the office.

As we have begun to live with Covid-19, just over a third (36%) of employees have made a complete return to the office, while 42% work in a hybrid manner. If you don’t have direct reports, you’re probably still working from home: professional non-manager employees are slightly more likely to work remotely. But if you’re more junior, it’s back to the office: our survey showed entry-level employees have mostly gone back.

There appears to be a degree of command here: 43% of UK workers said their return to the office was driven by their manager.

FREQUENCY OF REMOTE WORKING NOW

42%

I work both in an office and remotely

36%

I work in an office

22%

I work fully remotely

FLEXIBLE
IS THE



**NEW
NORMAL**

Flexible is the new normal

Shifting priorities

The rise of the machine

If there’s one thing we’ve learnt through the twist and turns of the past few years, it’s that employers must be flexible – and this is especially true when it comes to managing teams.

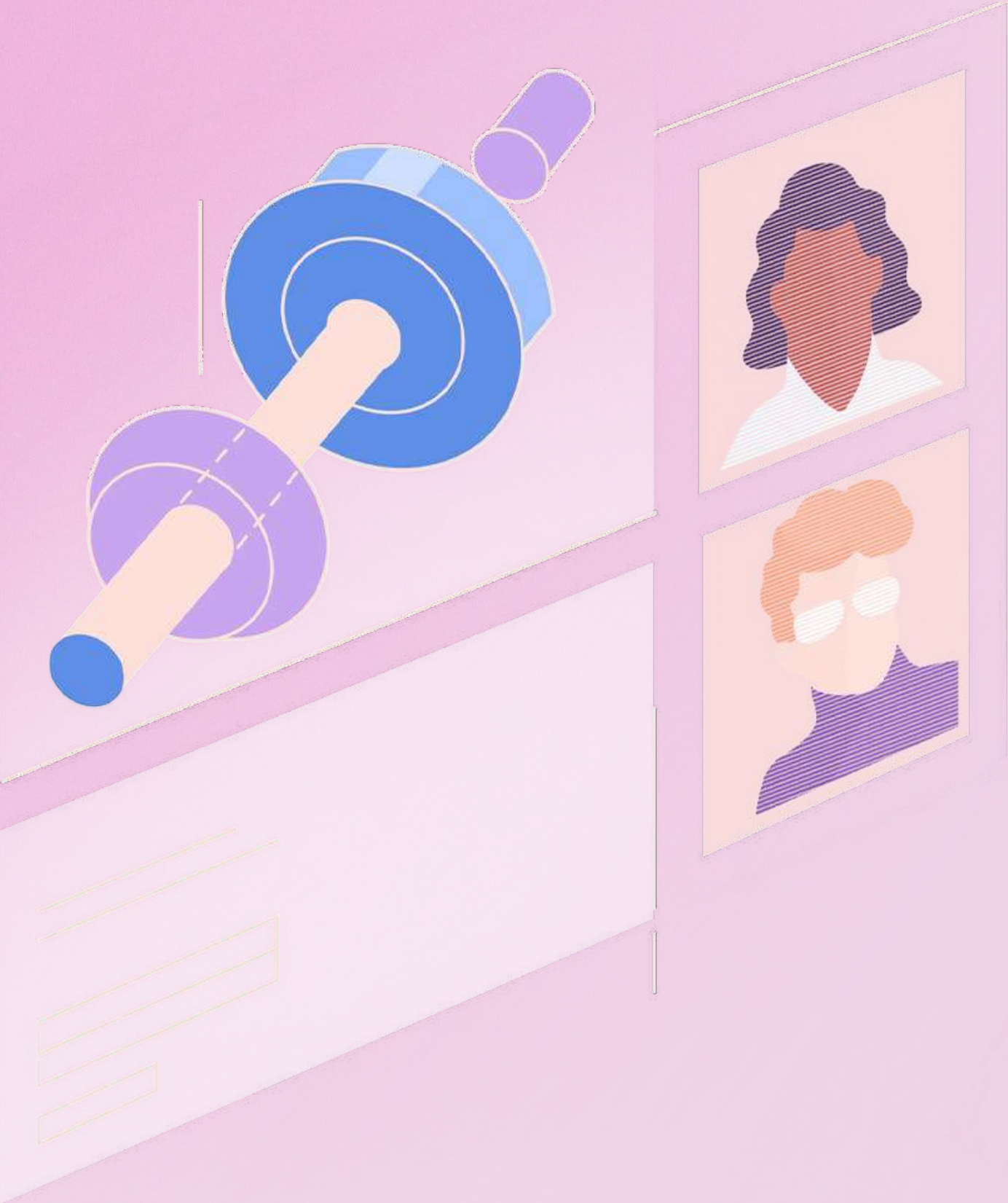
The reality is, the pandemic changed our perceptions of the way we need to work and now, employees expect more.

According to our research, 88% of knowledge workers would work remotely at least 1 day per week, showing the current expectations of employees. What’s more is that almost half of respondents (44%) who worked remotely or hybrid said that they would consider quitting their job if their employers forced them back in the office full-time.

But it’s not just the expectations of what employees want that has everyone putting the topic of flexible work on the table, it’s also the benefits that come with it.

When asked the main reason that their employers continue to support remote working, 22% of remote workers cited increased productivity and 20% cited improved quality of work.

A recent study by [Gartner](#) revealed that 43% of people believe that flexible working helped them achieve higher levels of productivity, and 30% said that spending no time commuting increased their productivity. And this is just the beginning.



“ According to one respondent:

... I had got used to working from home and as it's quiet at home, it was easier to concentrate. No commuting time, better work/life balance. However, now I'm back in the office 50/50 I am glad because collaboration work etc is much better face to face.

INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

Flexible is the new normal

Shifting priorities

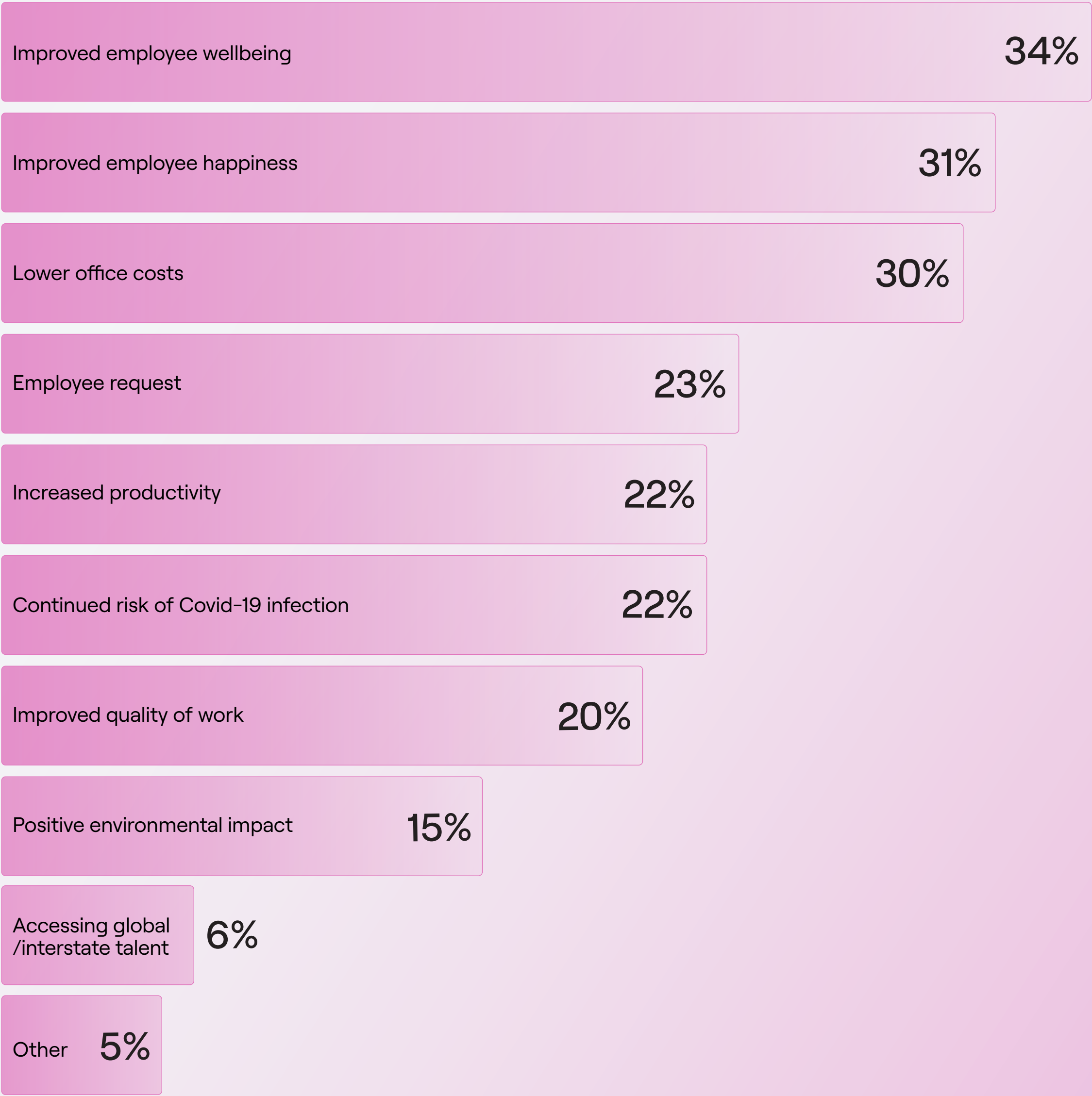
The rise of the machine

The business case for remote

Improved wellbeing and happiness are the top two reasons employers continue to support remote working. But employers value it for a whole host of reasons. Nearly a third of our respondents (30%) cited lower office costs. Almost a quarter cited increased productivity, and 20% gave the main reason as **improved quality of work** as a result of working remotely.



WHICH OF THE FOLLOWING BEST REPRESENTS THE MAIN REASONS YOUR EMPLOYER CONTINUES TO ENCOURAGE REMOTE WORKING?



INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

↓

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

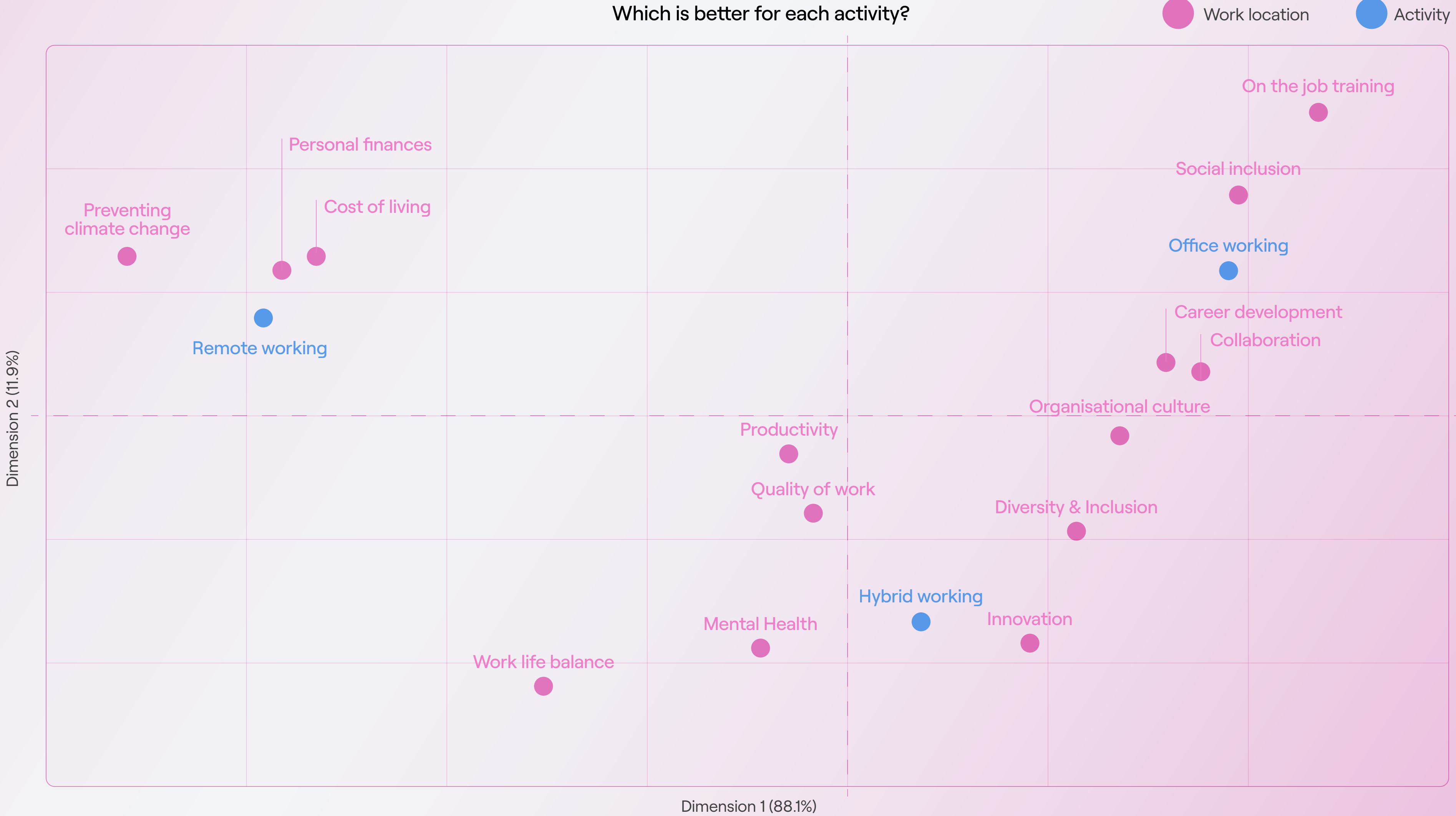
Flexible is the new normal

Shifting priorities

The rise of the machine

Remote working is also seen as better for climate change, cost of living, personal finances and diversity and equity

The closer an activity is to a way of working, the higher the correlation between the two. For example, remote working is seen as the best alternative for preventing climate change.



Flexible is the new normal

Shifting priorities

The rise of the machine



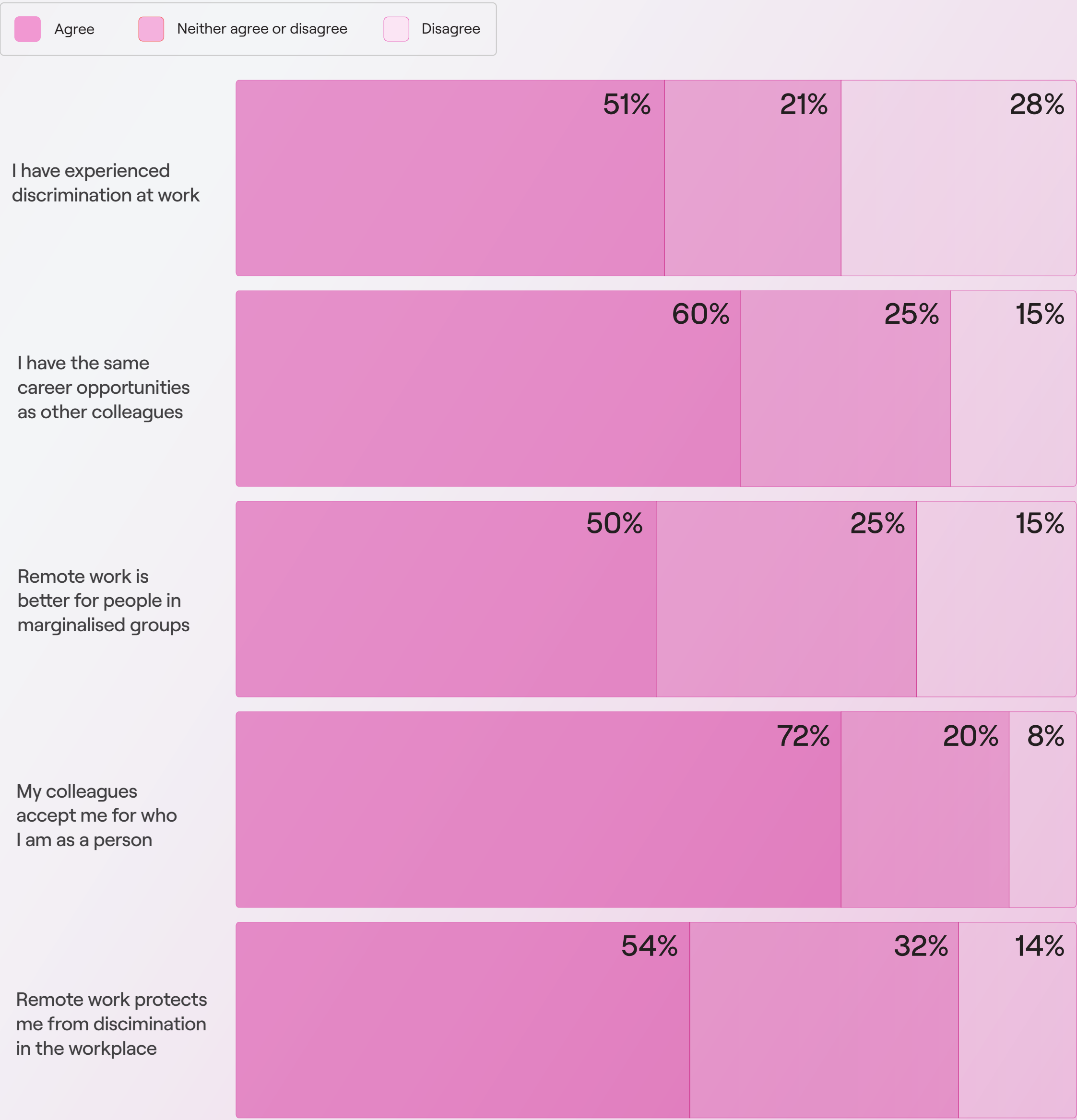
Over half of knowledge workers from marginalised groups indicated they had experienced discrimination at work.

Remote and hybrid work may support workers from marginalised groups in the workplace, given that 54% indicated that remote work can protect them from discrimination in the workplace and 50% agreed that remote work is better for people in marginalised groups.

Over half of all respondents (53%) indicated that remote work had not changed company culture. Those who said culture improved (30%) often cited increased flexibility, productivity, work-life balance and improved communication, which have enabled better relationships at work.

Those who said culture stayed the same cited the ability of their organisation to pivot and move interactions digitally as a result. Those who said culture worsened (12%) acknowledged a failure to keep their established connections remotely.

PROPORTION OF MARGINALISED GROUPS WHO AGREED WITH THE FOLLOWING STATEMENTS



Flexible is the new normal

Shifting priorities

The rise of the machine

Offices have benefits

While remote work has many clear benefits, many employers are pushing for a return to the traditional way of working. In fact, 43% of UK knowledge workers said that they were returning to the office in either a full-time or hybrid capacity because they’d been **directed to by their employer**.

Still, 58% were happy to go back. Many said they prefer the office and enjoy the office culture, suggesting that people have missed their colleagues and the camaraderie, the social events – in other words, the office buzz. Nearly one in five people (18%) cited their main reason for returning to the office as feeling isolated while working from home. As one of our respondents said, *“Working from home was very isolating, living alone made it difficult. It was difficult to communicate properly with my colleagues as needed without being there in person – it made everything take longer. I also missed the interaction, day-to-day chatting with colleagues and working directly with pupils”*.

Social interactions, missed relationships and communication with colleagues, and lack of access to equipment at home were most mentioned as reasons for a happy return to the office. The blurred boundary between work and life was also cited as a reason because it amplified distractions and resulted in decreased productivity.

WHICH OF THE FOLLOWING BEST REPRESENTS THE MAIN REASONS WHY YOU HAVE RETURNED TO THE OFFICE?

It was a directive from my employer

43%

I enjoy the office culture

25%

Access/ease of communication with managers/leaders

20%

I prefer working from the office

19%

I felt isolated working from home

18%

Better internet connection

12%

Access to hardware/ stationery as needed

12%

Home environment not conducive to remote work (housemates/family etc)

8%

I did not have the right equipment to work remotely

6%

Office food /drinks

4%

Other

4%

“

I live alone in the highest vulnerable capacity so working from home was awful as I didn't see anyone for five months. Going back to work was something I couldn't wait to do.

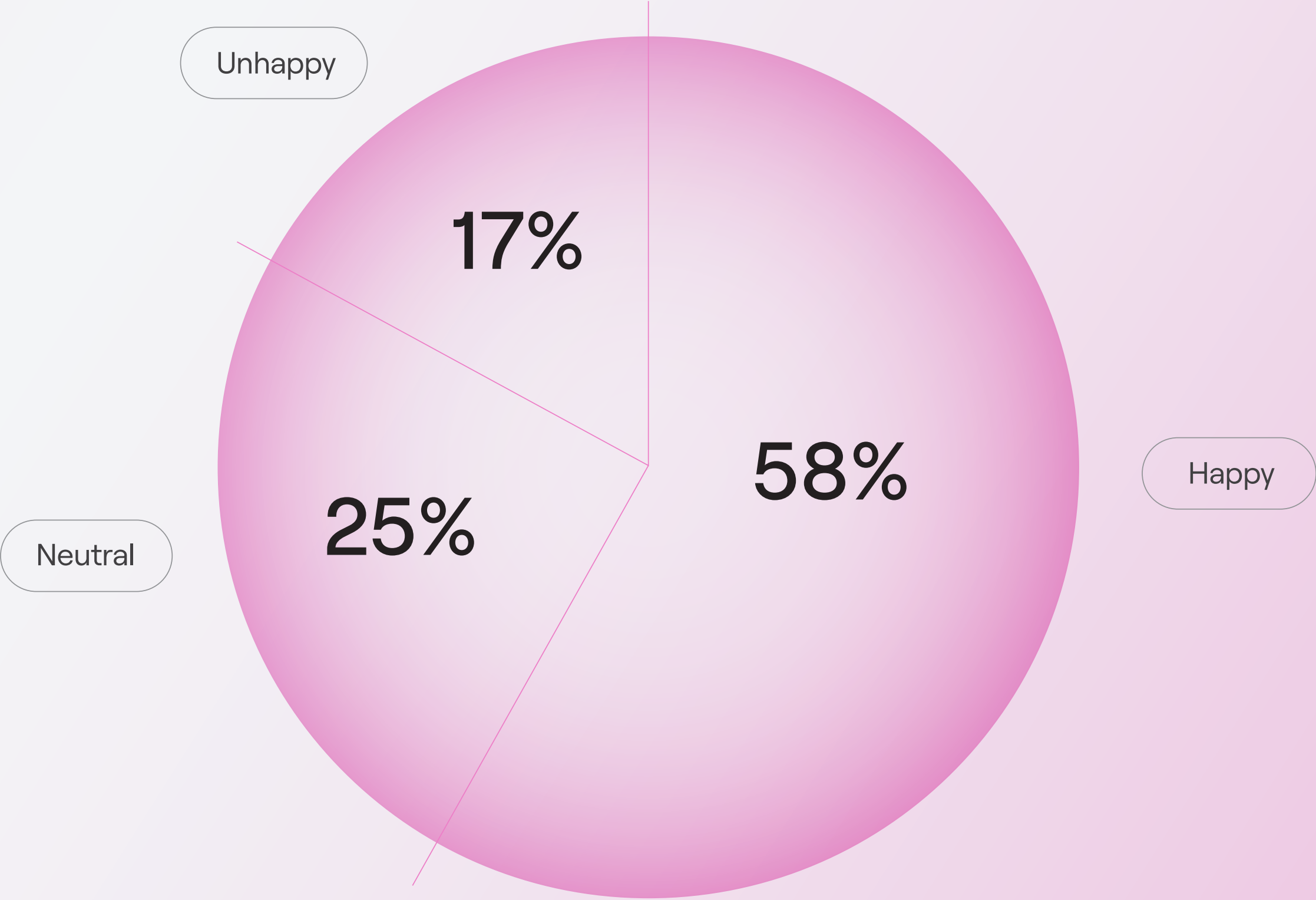
The return to the office may have been too soon

While most UK knowledge workers were happy about their return to the office, 42% felt neutral or did not share a positive sentiment.

Workers aged 45–54 were 39% more likely to be unhappy, while younger workers (aged 24–34) were 12% more likely to be happy. Unsurprisingly workers with children were also slightly more likely to say they were happy to return to the office.

The commute, loss of productivity, increased distractions, deteriorated work–life balance, and ongoing risk of infection were the key reasons among employees who were unhappy at returning to the office.

SENTIMENTS ON RETURNING TO THE OFFICE



INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

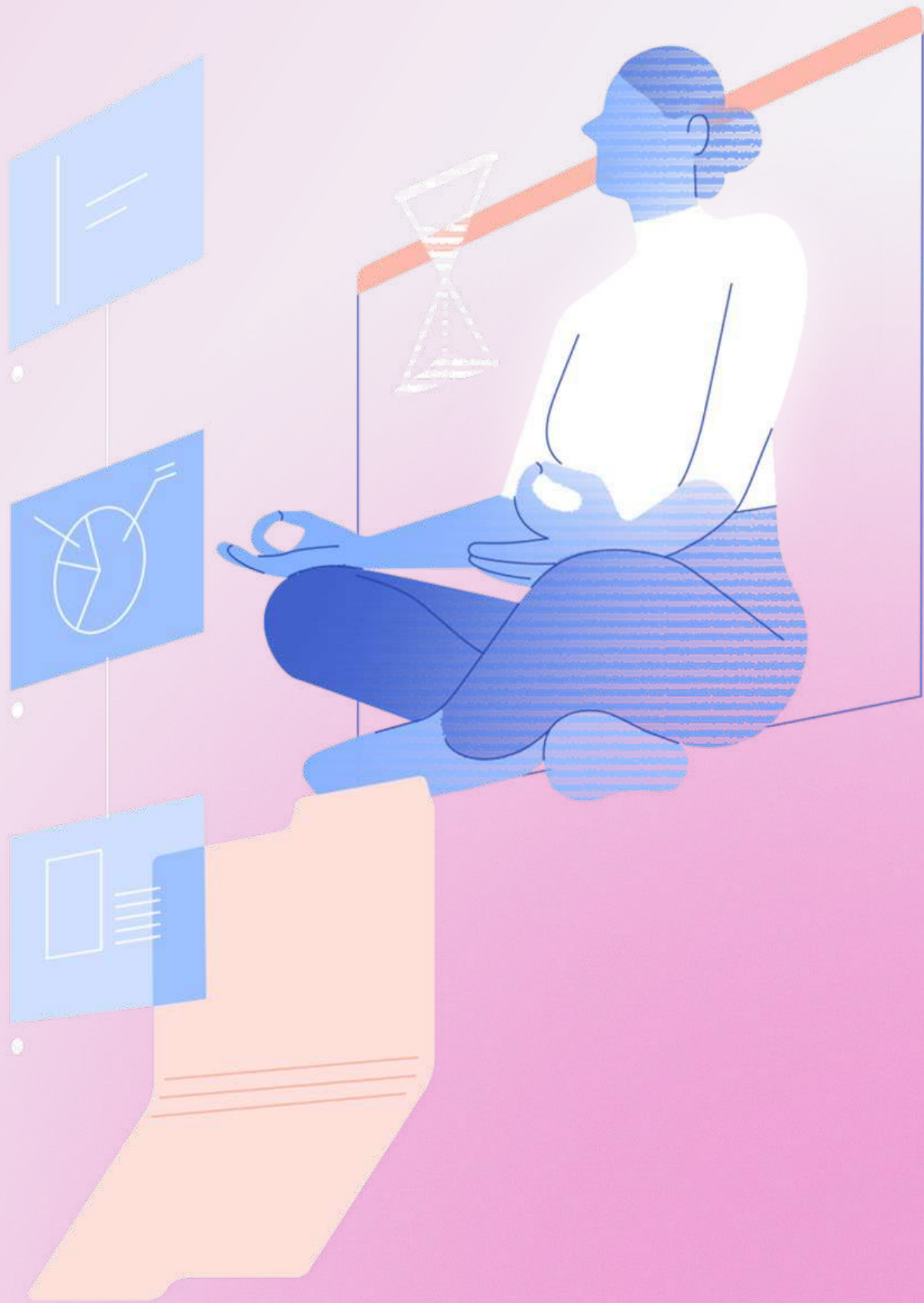
ABOUT EMPLOYMENT HERO

Flexible is the new normal

Shifting priorities

The rise of the machine

In their own words...



“

I was scared of being in a large environment due to covid.

“

I tend to find that I can focus more whilst based at home. There have also been a number of COVID outbreaks in my office as I don't feel that they have done enough to protect us.

“

The time and effort of travel is massive. The technology and the nature of my job allows me to work from home.

“

The cost of travel and the time spent travelling is something I didn't miss. I have a better work life balance working from home.

“

Some of my meeting would have been just as effective online rather than in person, in some cases I was sitting in my office doing online meetings that would have worked better at home.

“

Although I enjoy the social aspect of working with colleagues, I felt like it suited me better being at home because I controlled my interactions. Now im back at work, I feel forced to socialise with people who I dont necessary need to. Its a huge time waste in life. Things can be done online now. Times are changing. Why go back?

“

It was a good experience to return to the office and be around colleagues, as well as experience a good change in routine. However [I] missed the freedom and flexibility of home working – it was much easier to manage lunches, early starts/finishes etc.

Flexible is the new normal

Shifting priorities

The rise of the machine

What does the future of flexibility look like?

Nearly half of remote and hybrid workers would consider leaving their job if employers forced them back to the office full time.

While some employers are pushing a return to the office, it’s important to note this could come at a cost. A staggering 44% of remote and hybrid employees surveyed said they would consider quitting their job if their employers forced them back into the office full time. This is a big consideration for employers as they look to retain their team over the coming months and years.

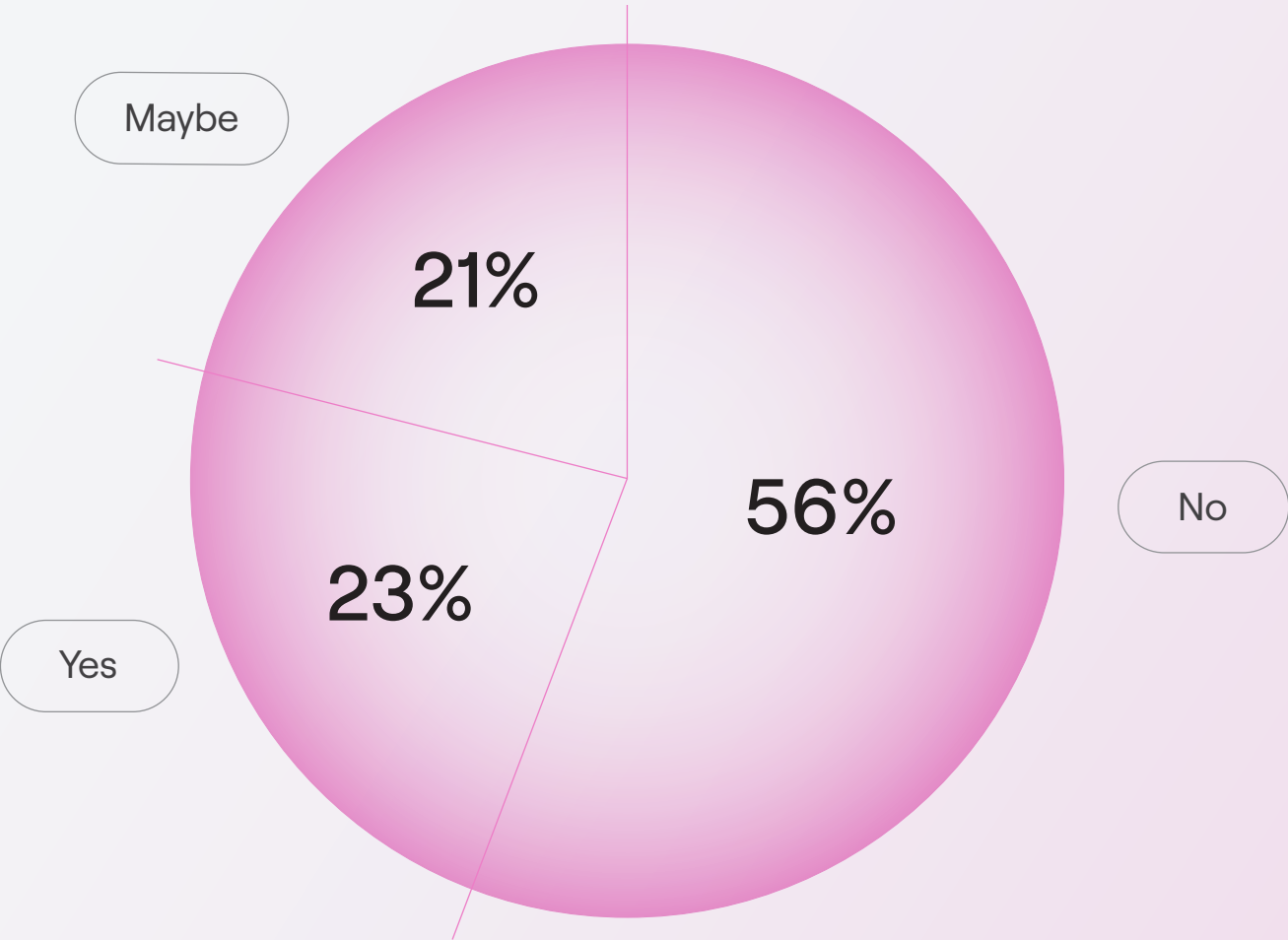
Millennials were the most likely to consider leaving, and workers from marginalised groups were also 40% more likely to say they would leave.

Remote working has shown us that more than anything, we’re looking for flexibility. We want to have the option to work remotely and create better work-life balance. Our findings show that 88% of knowledge workers would work remotely at least one day per week, and **more than three-quarters of UK knowledge workers would consider a permanent remote position.**

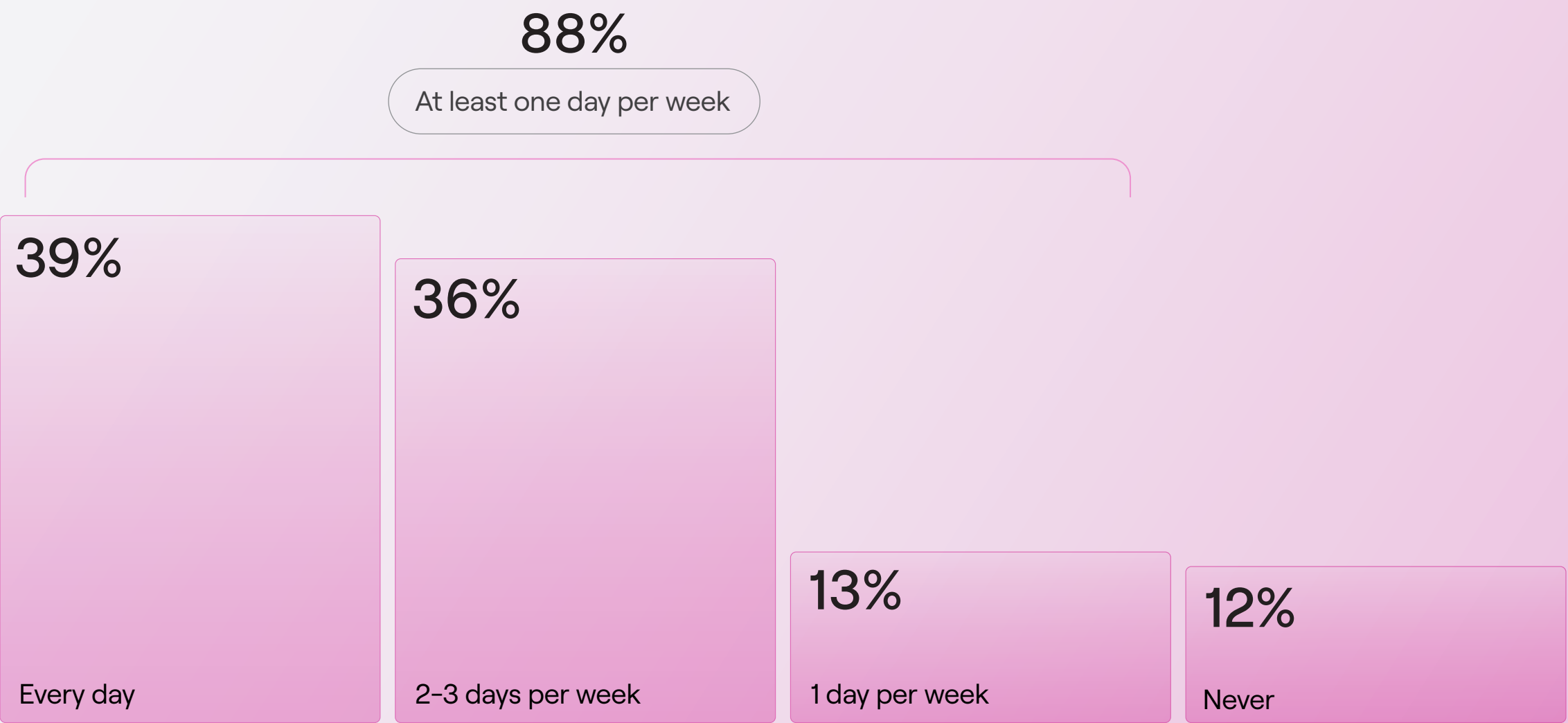
Digging deeper into the data, we found that younger employees are the biggest supporters of remote working, with 95% of 18-24 year olds wanting to work remotely at least one day per week, and around 61% of 18-44 year olds stating that they would likely consider a permanent remote position.

This signals the changing preferences of our emerging leaders and workforce, considering those aged 55 and over were 68% more likely to say they would never choose to work remotely.

WOULD YOU LEAVE YOUR JOB IF YOUR EMPLOYER FORCED YOU TO RETURN TO THE OFFICE FULL TIME?



HOW OFTEN WOULD YOU WORK REMOTELY?



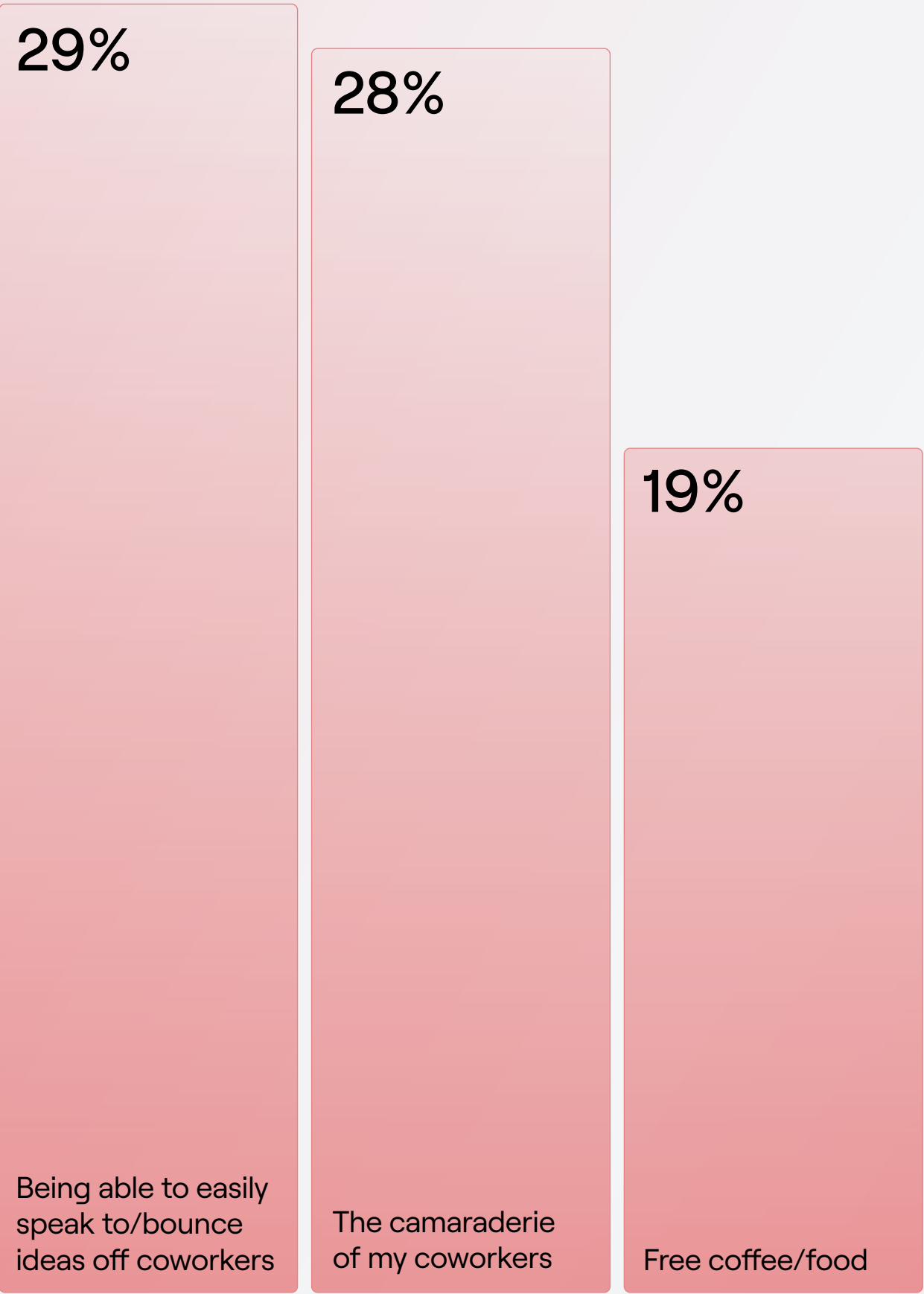
SHIFTING



PRIORITIES

Social connections, camaraderie and quality relationships

TOP 3 THINGS REMOTE WORKERS MISS ABOUT THE OFFICE



In recent times, the worsening climate crisis, record inflation, and global events like the pandemic have highlighted inequalities in our economy, and the British public are increasingly feeling the pinch. Many of our respondents cited the cost of fuel, commuting, and domestic energy prices in their answers.

At the same time, these events have shown that wellbeing, connection and care are critical – even if historically they have been undervalued and excluded from economic metrics.

While reaching the top of the career ladder might have been the ultimate goal in times gone by, these days workers are demanding more meaning in both their work and personal lives.

This is being borned out in big data on [business creation](#) in the UK: **consumption is out, and connection is in.** Retail businesses are closing faster than ever, but the most significant increase in new businesses came from the cultural sector, including *arts, entertainment, recreation, and other services*.

There is also increasing recognition that connection and social interactions at work are a significant part of the role of work in our lives. Our results showed that being able to easily speak to coworkers (29%) and the camaraderie of the office (28%) is what remote workers miss the most. Nearly one in five said they missed free coffee and food – which sounds even more reasonable with the skyrocketing costs of living.

When asked about what support their employers could provide, 47% of respondents indicated **more or better social interactions.**

Whether this is a direct and short lived response to isolation imposed after several lockdowns and prolonged social isolation, or a lasting trend towards valuing wellbeing in our economy, knowledge workers have spoken their mind. Social connections, work life balance and wellbeing are key priorities in the workplace, whether it’s remote, hybrid or in the office.

Social connections came up again and again when asked why workers were happy to return to the office.

“ I like the office environment, the office social life

“ Feel less isolated

“ Human interactions and social interactions. I missed the banters

Work-life balance is more about life and less about hustle

While the popularity of the side hustle is increasing in some countries, employees in the UK are less likely to pick one up. Indeed, **62% of UK knowledge workers have no other sources of income outside of their primary job.**

Younger age groups were more likely to have multiple sources of income compared to older age groups. 72% of 45-54 and 75% of 55+ said they did not have a secondary source of income compared to 49% of 18-24-year-olds, 47% of 25-34-year-olds and 57% of 35-44 year olds.

For those with a secondary income stream, 85% of people reported they do this outside their primary job working hours.

Perhaps more so in the UK, Covid has shown us that there is more to life and our wellbeing than work.



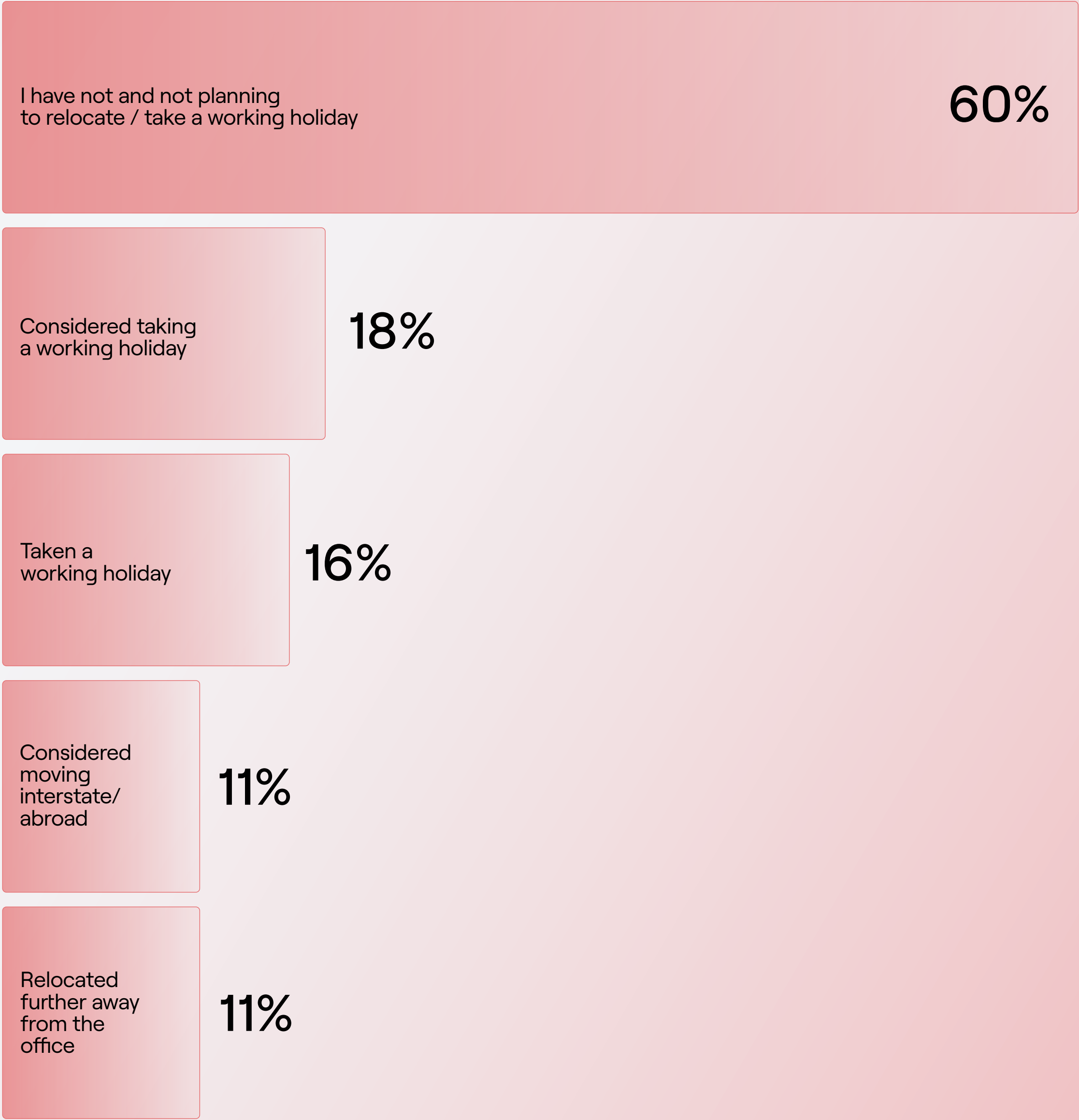
Location fluidity is an underutilised bonus of remote and hybrid working

For employees, one of the biggest benefits of remote working is that you can do it from anywhere. But in the UK, knowledge workers who have remote or hybrid working models are embracing this flexibility in modest numbers.

Less than one quarter of our respondents had either relocated further away from the office or taken a working holiday. An underwhelming 25% said they would consider doing so in the future, whereas the majority of workers (60%) said that relocating or travelling while working was not on the cards.

While there’s lots to love about location fluidity, it is noticeably less of a trend in the UK, which we think indicates strong social ties and bonds with friends, family and local networks, plus skyrocketing costs of living (and commuting) – rather than a lack of imagination (or passport).

LOCATION FLUIDITY



INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

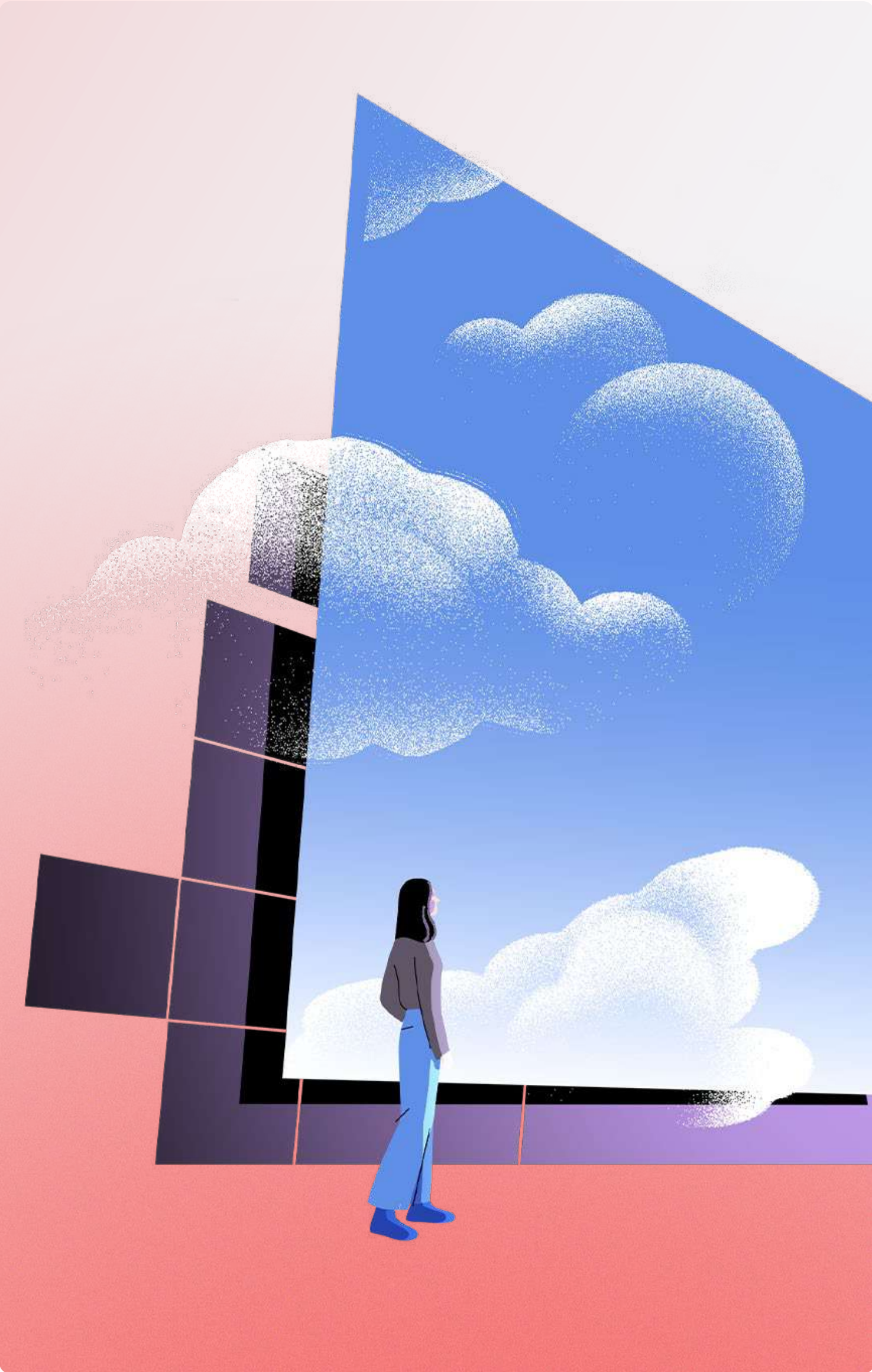
ABOUT EMPLOYMENT HERO

Flexible is the new normal

Shifting priorities

The rise of the machine

In their own words...



“

I lived alone so it was nice to be social again and see my colleagues.

“

I like the mix of working from home and in the office, good to mix with people again and increases team morale and a sense of togetherness

“

A lot of effort has been made to continue the social aspect of our work culture. We have lots of engagement activities in the offices to celebrate different activities or events.

“

Was good to be socialising with colleagues again. Much easier for training and development.

“

I missed the day to day social interaction of the office environment. Also, I'm heavily involved in training and development, so working remotely created some barriers which needed to be removed for the benefit of the business and our employees.

“

There has been a bigger focus on wellbeing within my organisation, providing days andtime off for wellbeing where needed.

The future of work-care

Better equipment and advocacy for employees' work-life balance are the top initiatives employers could undertake to support remote workers.

We asked employees what employers could do to make remote work more enjoyable, and one quarter of employees indicated new or better equipment, while 23% indicated they wanted better advocacy for employee work-life balance. In fact, workers aged 45-54 were more likely to cite better equipment, while workers from younger age groups were more likely to want better advocacy for employees' work-life balance, indicating a shift in priorities across age demographics.

Communication was also a key theme, with 22% asking for regular company updates, and one in five employees wanting their employers to listen to and action feedback.

A range of more or better social interactions were also cited by 47% of knowledge workers as key support needed, indicating a need for organisations who are looking to continue endorsing remote working **to redesign their social interactions.**

47%
of knowledge
workers

cited a range of more or
better social interactions
needed in the workplace.



THE
RISE



OF THE
MACHINE

Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

Uncertainty over automation and digital tools

The latest findings of [Deloitte’s Global Intelligent Automation report](#) show the influence of hybrid and remote working on digital transformation and how this is rapidly changing the roles within the workplace. The benefits of automation are clear to business leaders: 86% say increased productivity has been the biggest benefit to scaling automation in their organisation, while improved resilience is also cited as a big benefit.

For a company who embraces digital transformation, each employee on average [contributes to a 60% uplift in revenue](#).

Yet our findings show that UK knowledge workers are not quite convinced.



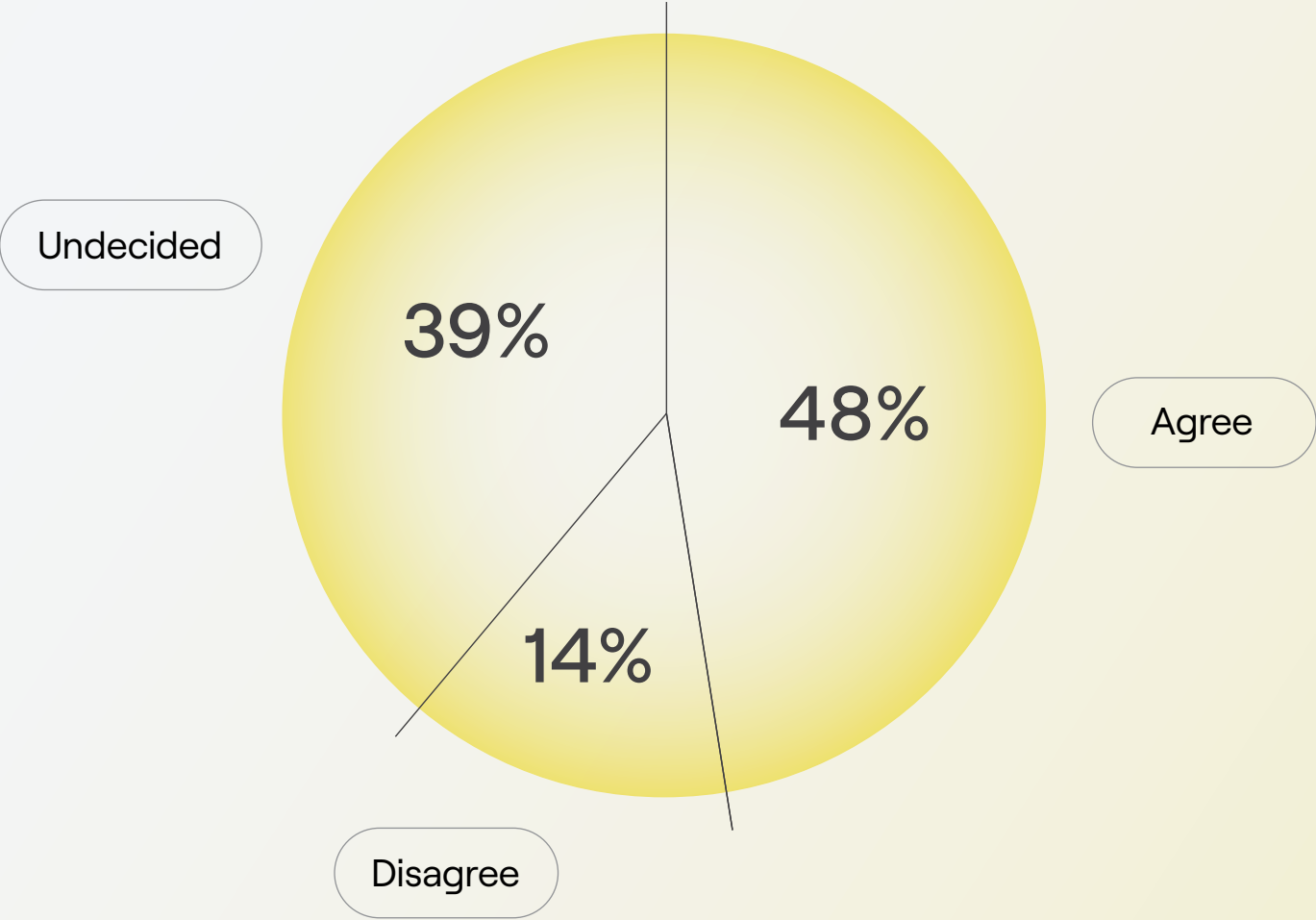
UK knowledge workers are unsure of the benefits of AI and machine learning

As technology continues to transform the way we work, many are seeing the well-rounded benefits that futuristic tech brings to our lives – and we’re predicting this number will only grow over time.

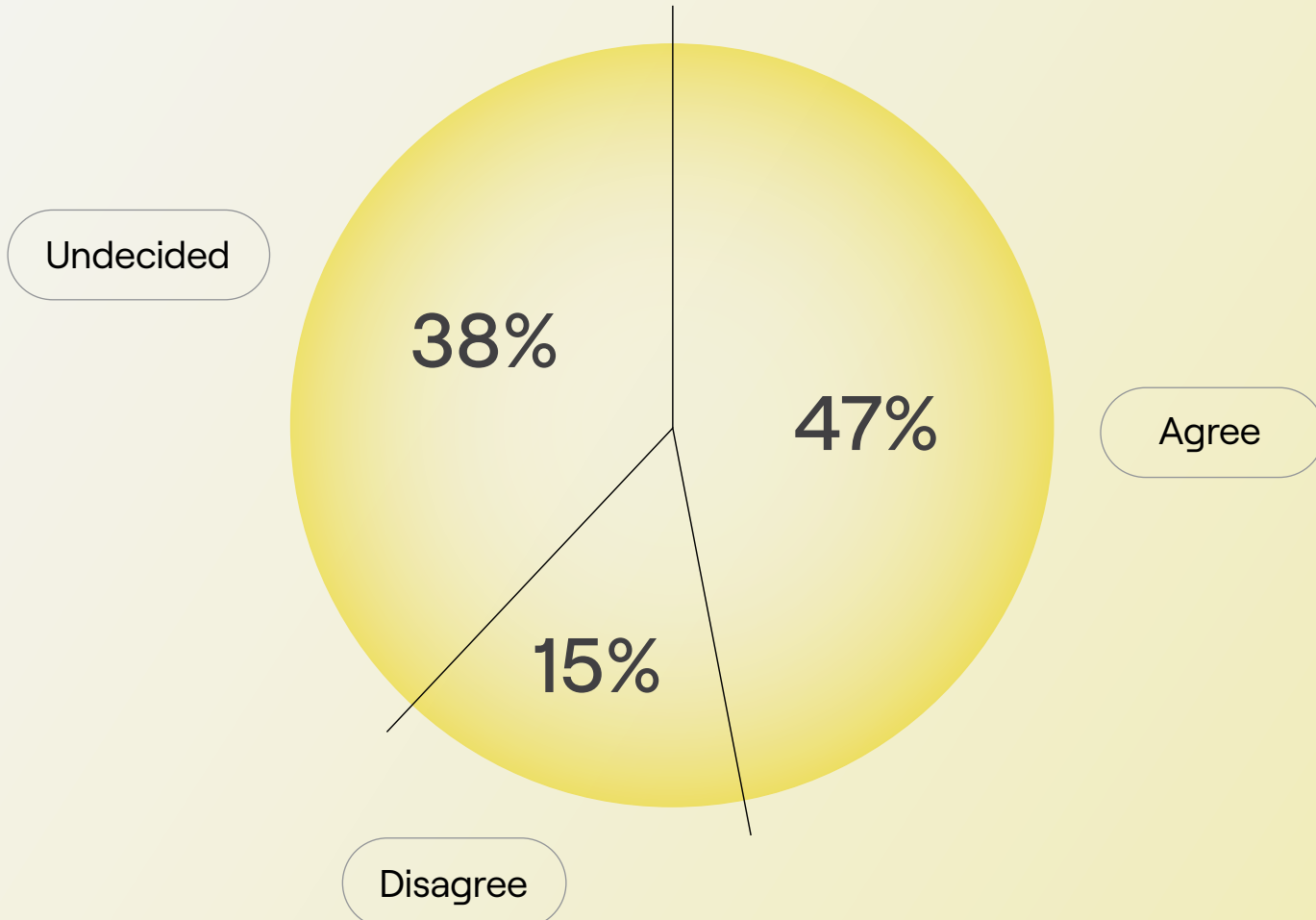
We found that less than half of knowledge workers agree that AI and machine learning can make work more efficient (48%) and can help identify and solve workplace problems (47%).

Nearly 40% were undecided. Perhaps more tellingly, 39% of UK knowledge workers agreed that they didn't trust machine learning, and 38% considered machine learning algorithms a breach of privacy.

I THINK MACHINE LEARNING ALGORITHMS CAN MAKE WORK MORE EFFICIENT



MACHINE LEARNING ALGORITHMS CAN HELP IDENTIFY AND SOLVE WORKPLACE PROBLEMS



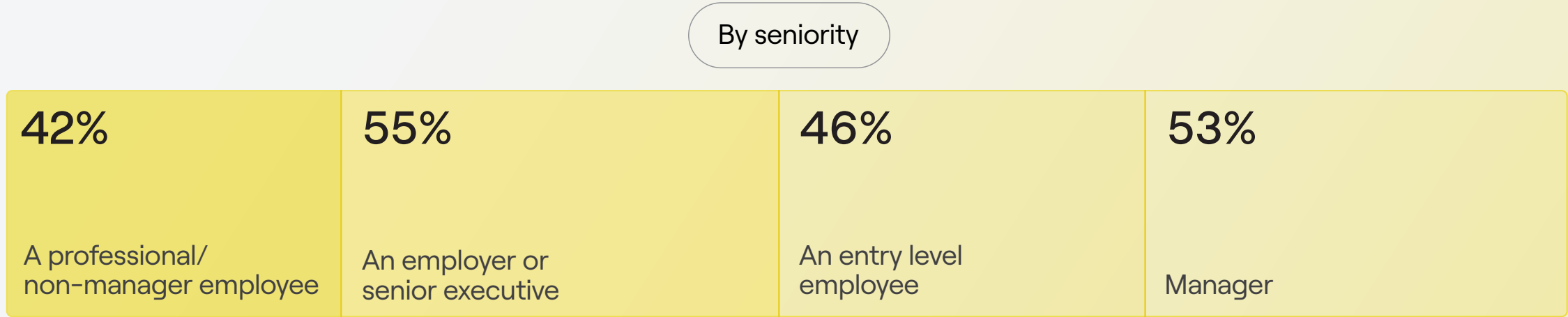
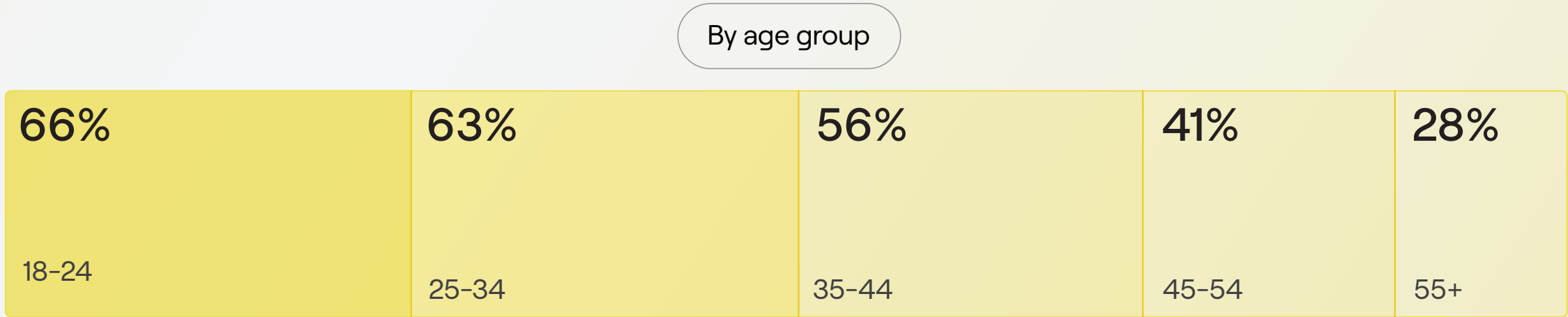
Yet taking a closer look at the results sheds light on where resistance may be coming from

While younger employees were much more likely to agree that machine learning algorithms can make work more efficient, managers and senior executives were also significantly more likely to consider machine learning in the workplace beneficial for efficiency and problem solving compared to the average employee.

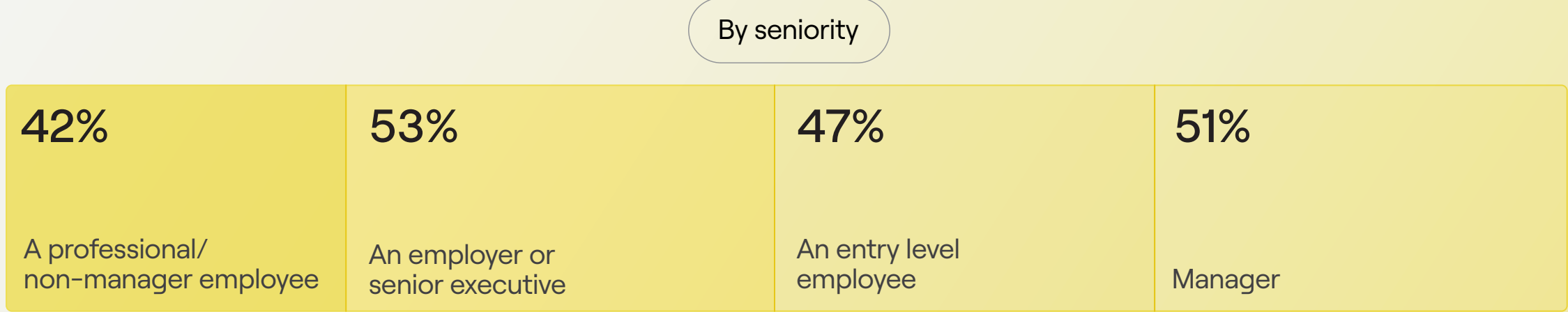
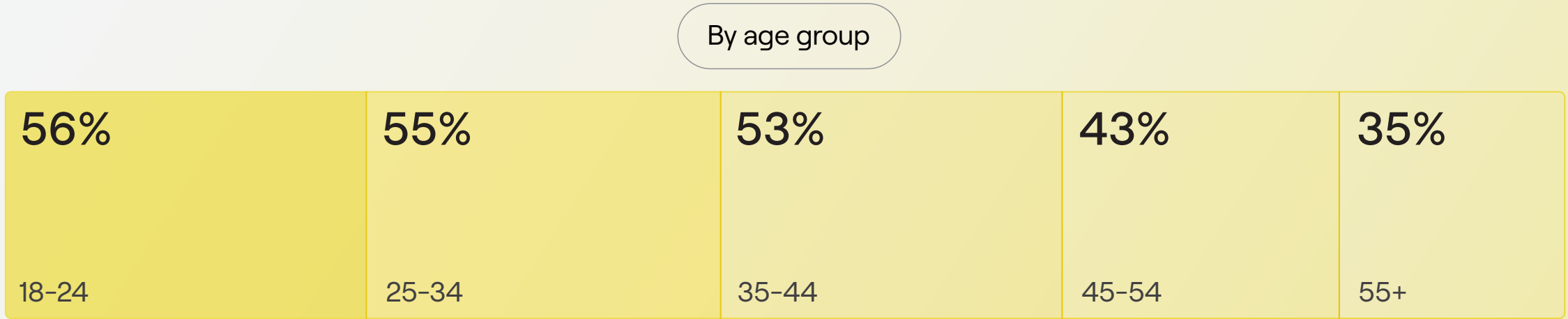
Those aged 55 and above showed least support for machine learning algorithms.

PROPORTION OF THOSE WHO AGREE

I think machine learning algorithms can makework more efficient



Machine learning algorithms can help identify and solve workplace problems



INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

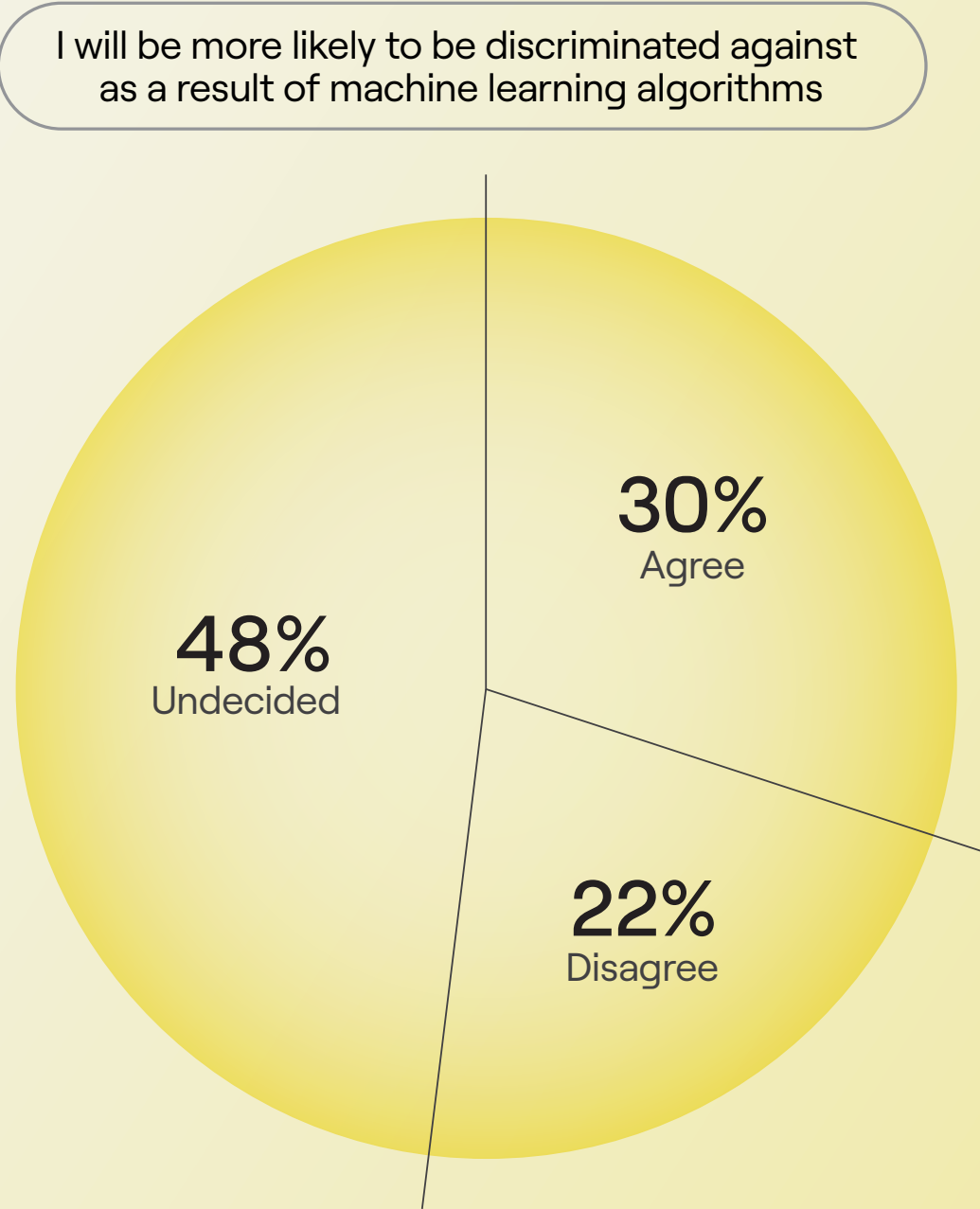
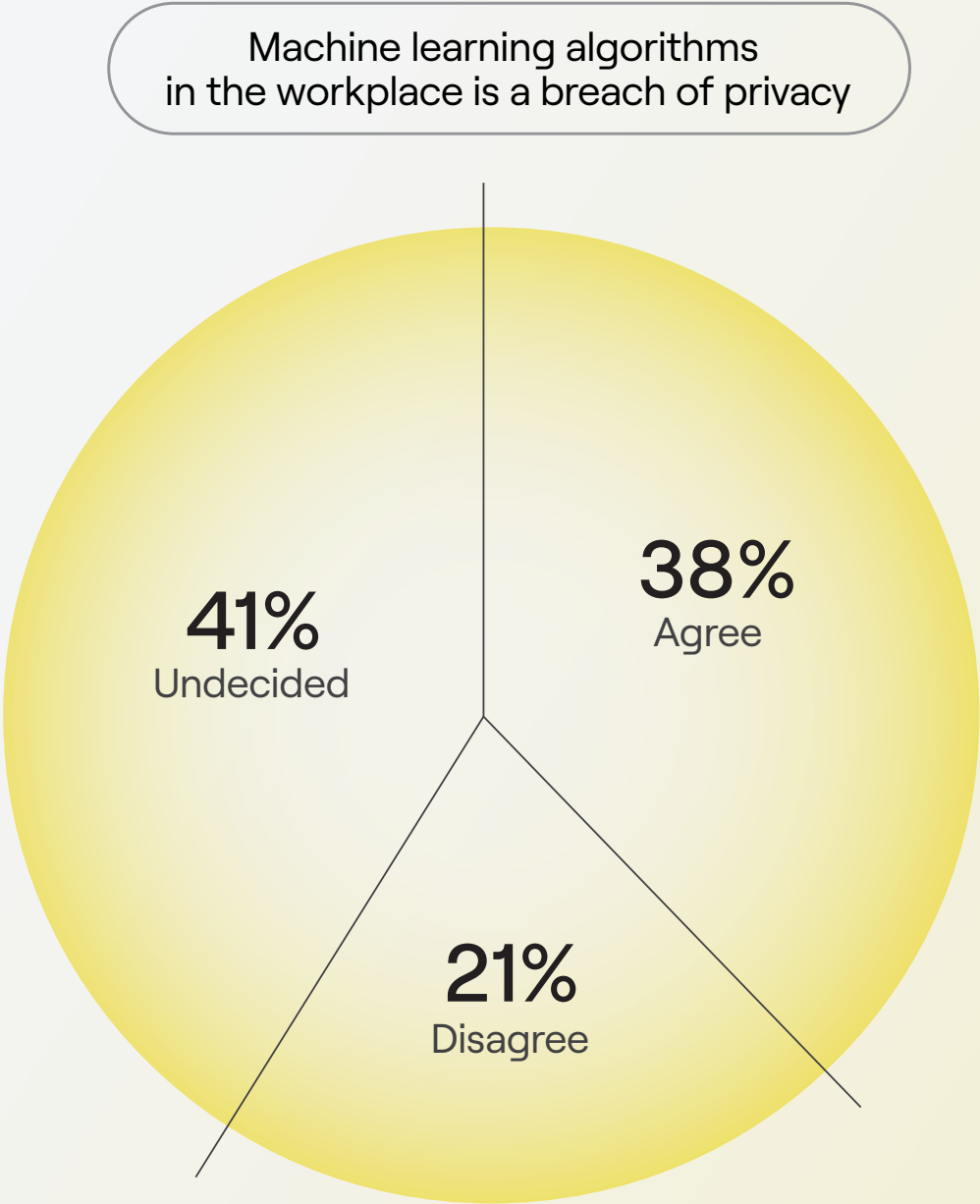
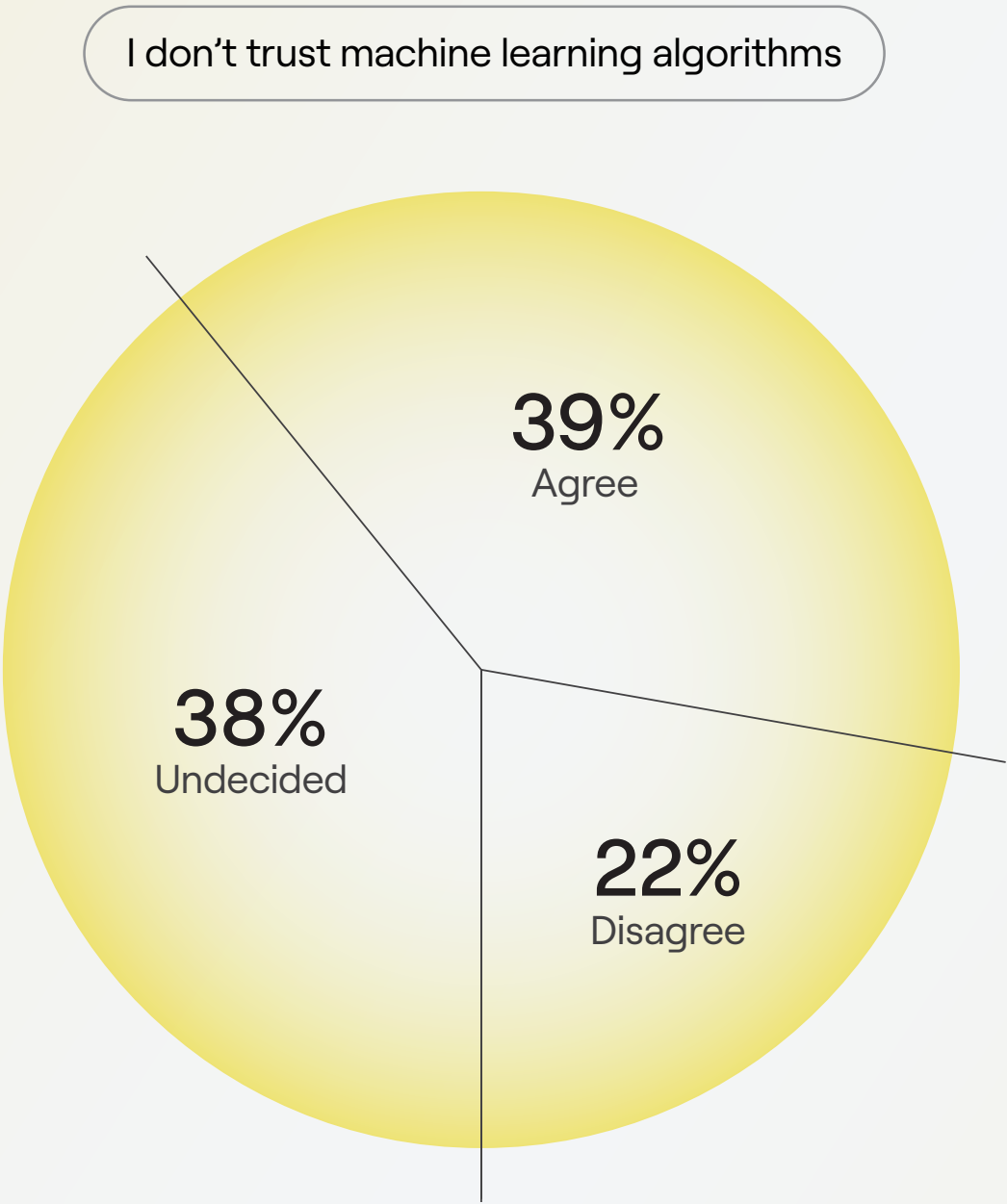
Flexible is the new normal

Shifting priorities

The rise of the machine

We’re struggling to trust this new technology

Like with any disruptive, groundbreaking technology, it’s only expected that there will be resistance. The thought of technology taking over our day-to-day tasks, and the ability for it to replicate human interactions is enough for anyone to be sceptical. Not to mention that as the technology continues to evolve and become more common, a lack of education around what this new tech actually does could be fuelling low trust.



Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

Managing digital transformation into the future

When it comes to embracing tech, businesses are increasingly adopting an automation-as-a-service approach, with many executives, employers and leaders agreeing that machine learning is important for business growth. Automation-as-a-service will only become more important in delivering intelligent automation over the coming years.

Whether or not workers are on board, intelligent automation is here to stay. The challenge lies in upskilling and training employees to adapt to the new tools and technologies. Leaders will need to manage digital transformation with ethics, transparency and diplomacy to stay on top of any trust issues emerging in their workforce.



WHAT

next?



In this report, we’ve explored how current working habits are shaping the future of work

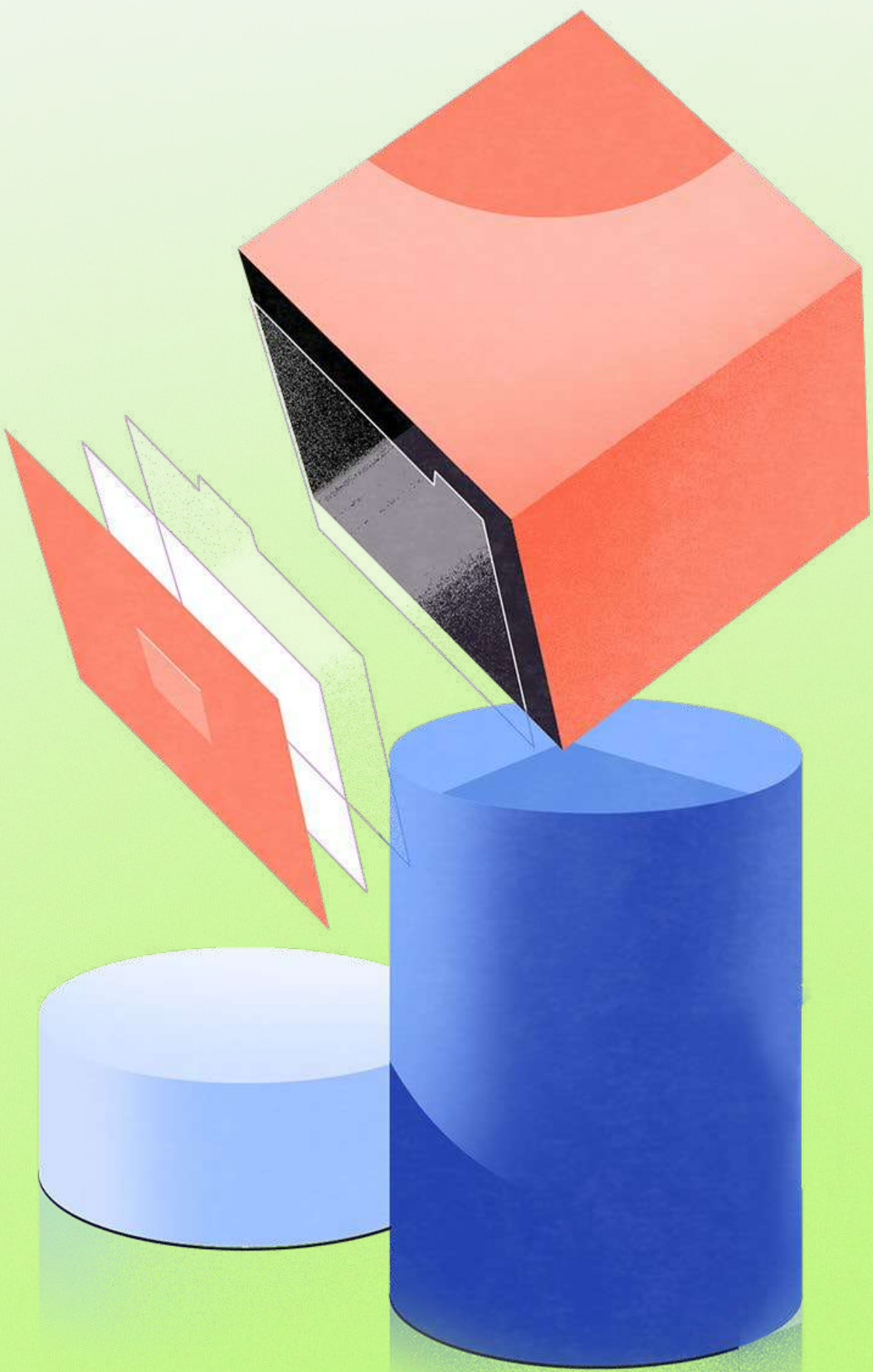
Looking broadly, we can see that the UK is at a crossroads. Many employers are directing their team back in the office full-time, while others are leaning further into remote and hybrid working.

We can also see that hybrid working is still very much wanted by employees. It encourages equal opportunities, helps soften the rising cost of living and gives employees a greater sense of work-life balance – all of which are important topics right now.

However, as many of us are missing the social aspect of in-office working, employers need to find a way that supports employees to build connections with each other.

The pandemic has caused huge disruption to the way we work and has set a trend that will continue on long after the pandemic is gone. Our priorities have changed over the past three years as our personal lives blended with work – we can assume that this hybrid approach will continue in the future, becoming more and more hyper personalised with technological advancement.

For employers to keep up, it’s crucial to be supportive and adapt to the changing needs of your team. Use this unique time as an opportunity to truly listen. Leverage the tools available and emerging, and be open to trying new ways of working – ask your team what they want and how they prefer to work, and if you can meet those needs, you’ll create a more engaged and happier workforce.



SURVEY DEMOGRAPHICS



EX METHODOLOGY

Methodology

The findings in this report have been determined from a survey organised by Employment Hero.

The 8 minute online quantitative survey was deployed using the Glow Survey platform, and survey responses were collected from the national research panel Dynata.

To complete the survey, respondents had to be employed in any capacity (full time, part time, casual) and work in an office, remotely or both. Workers in shops, restaurants and factories were excluded from the research.

The survey was deployed using nationally representative quotas for age, gender and location, but no active quotas were placed on the number of completed surveys.

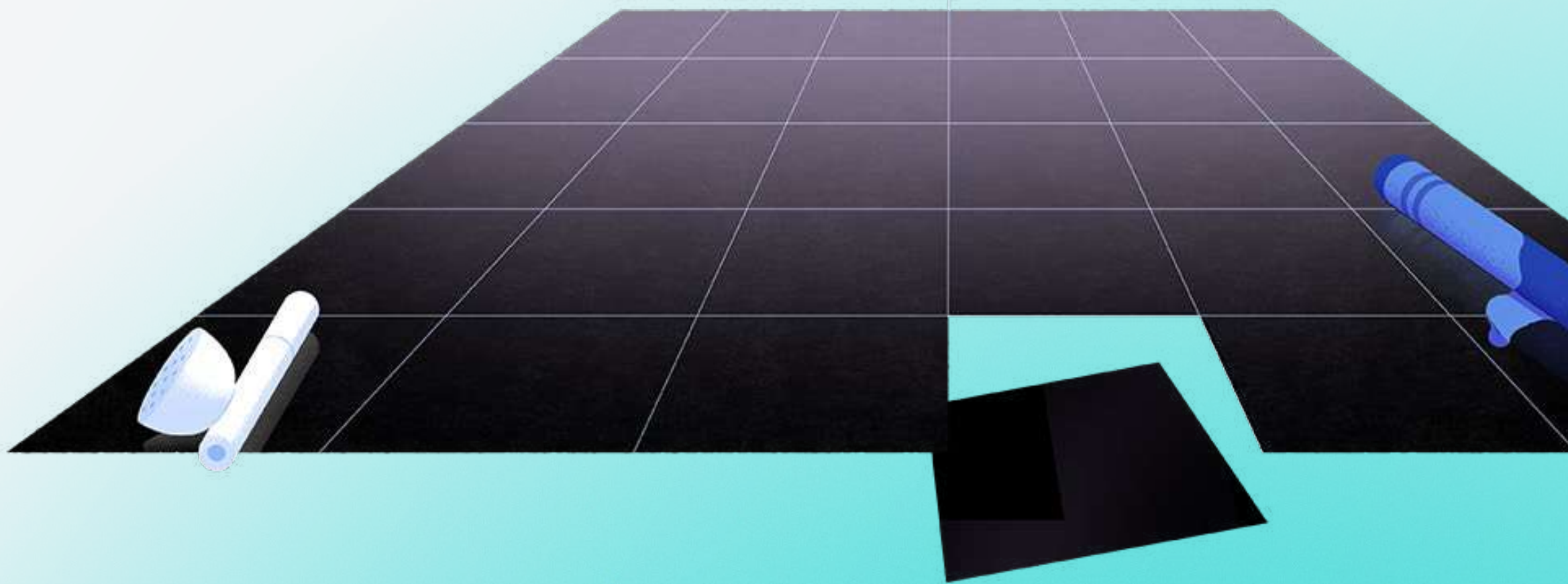
In total there were 2,021 survey participants. Of the sample size, there were 730 office workers, 851 hybrid workers and 440 fully remote workers. The survey collected responses between the 9th of June 2022 and the 20th of June 2022.

2,021 participants

730
office
workers

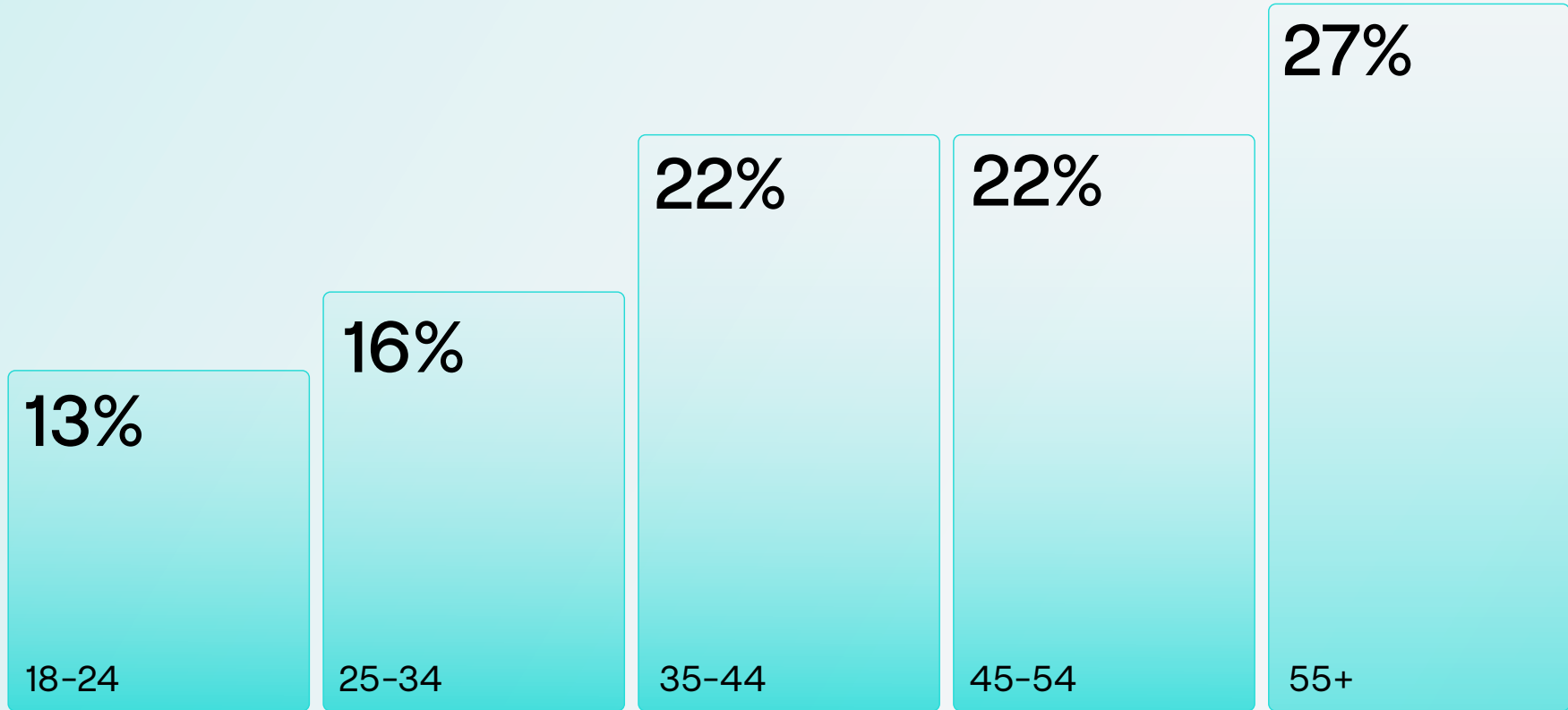
851
hybrid
workers

440
remote
workers

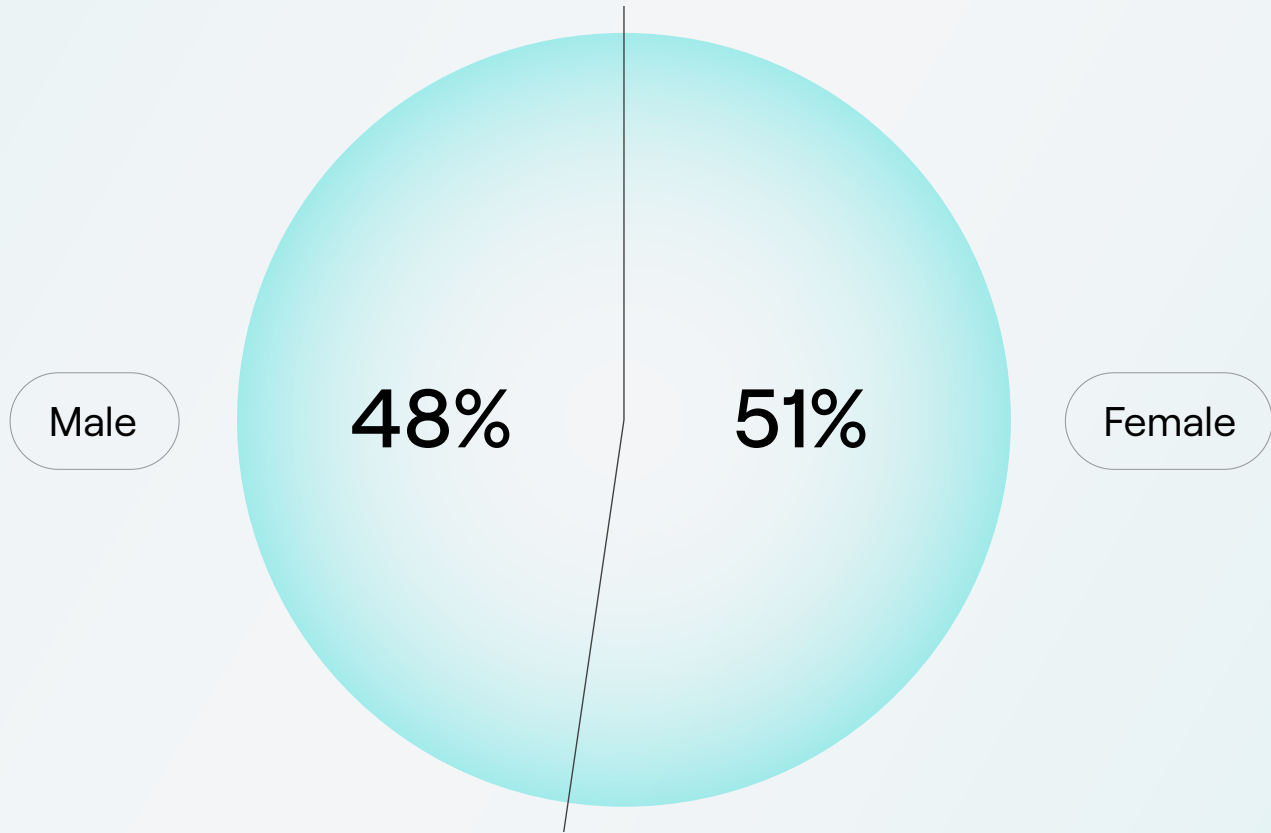


Demographics

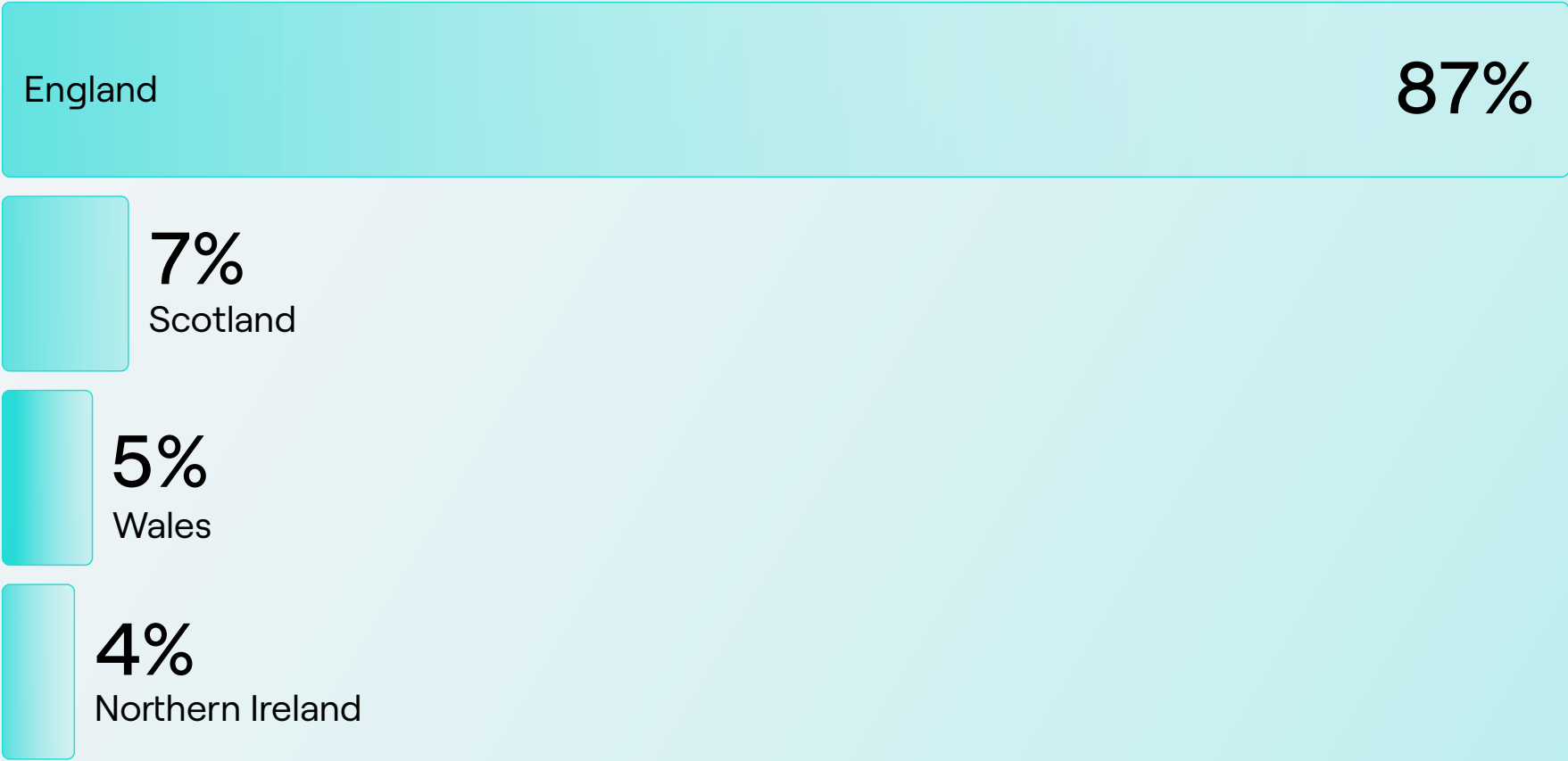
AGE OF RESPONDENTS



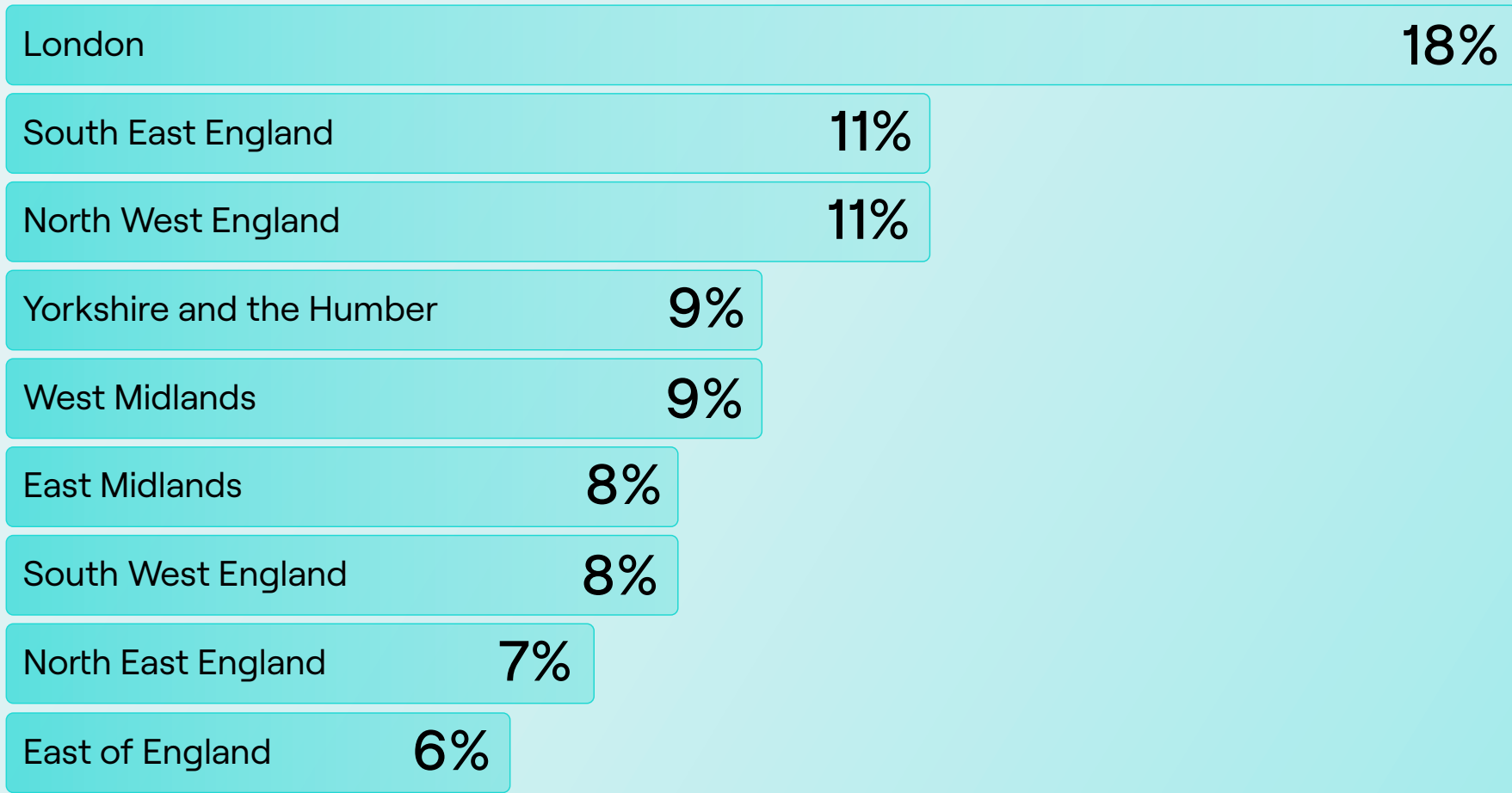
GENDER OF RESPONDENTS



LOCATION OF RESPONDENTS



LOCATION OF RESPONDENTS FROM ENGLAND

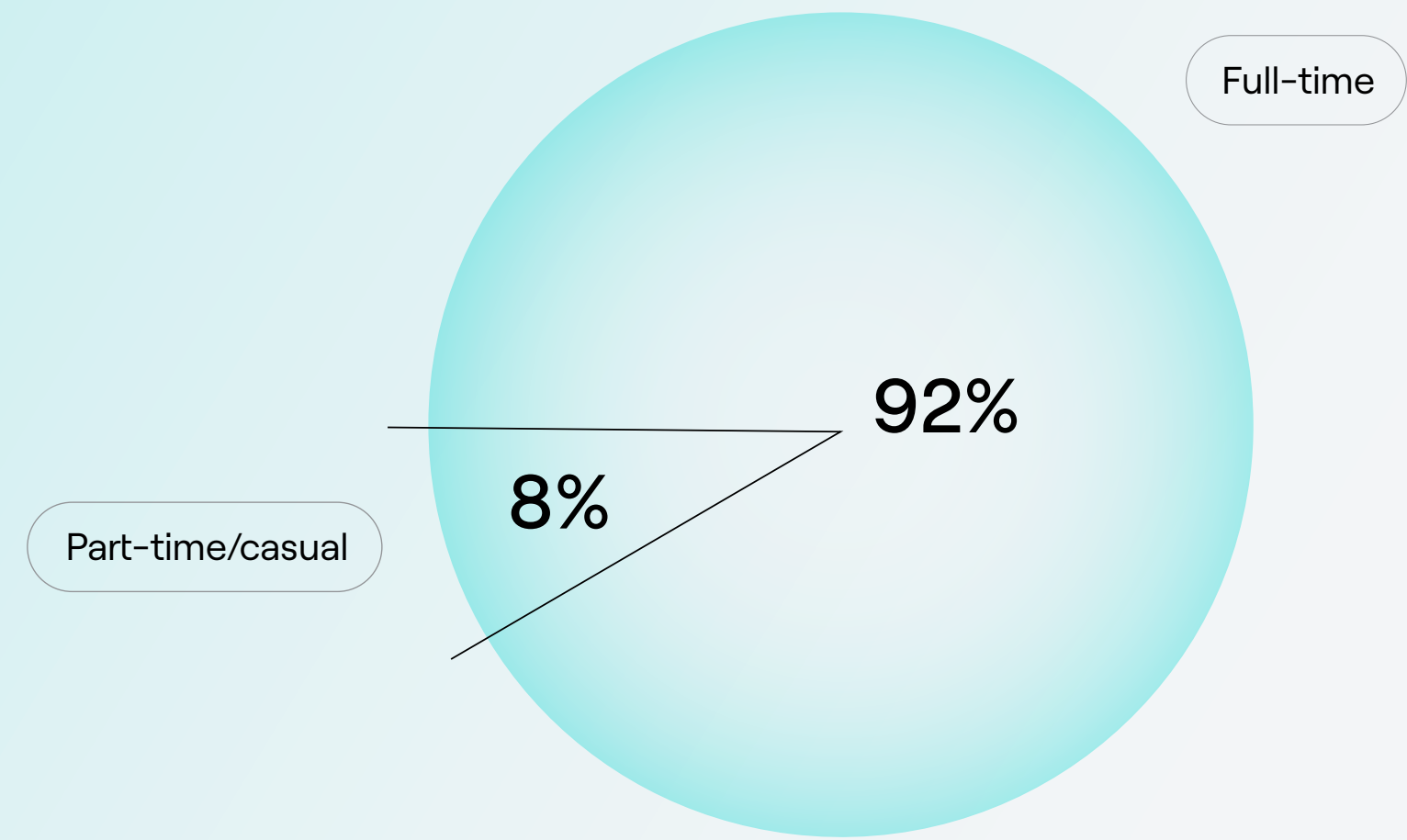


Flexible is the new normal

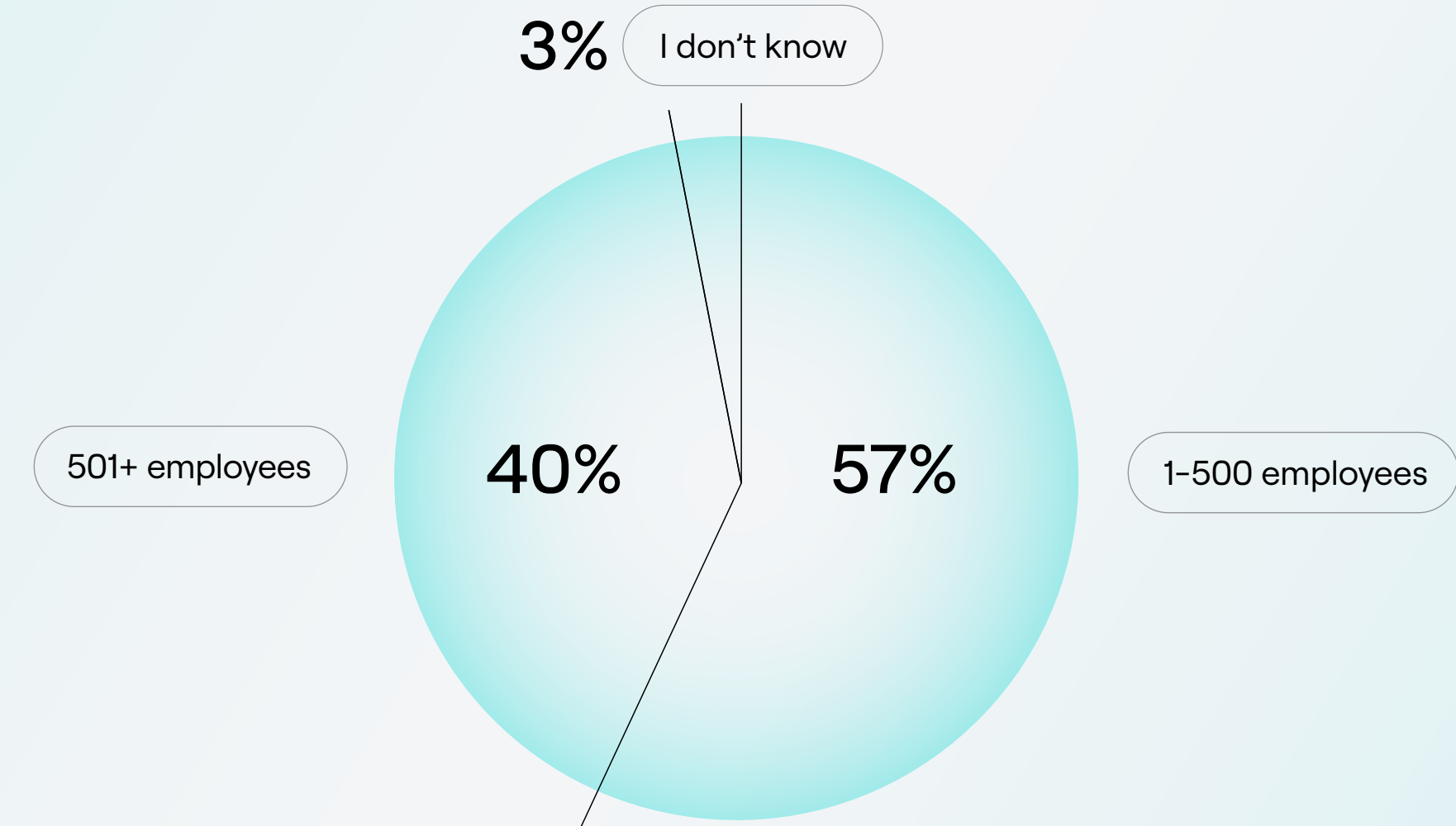
Shifting priorities

The rise of the machine

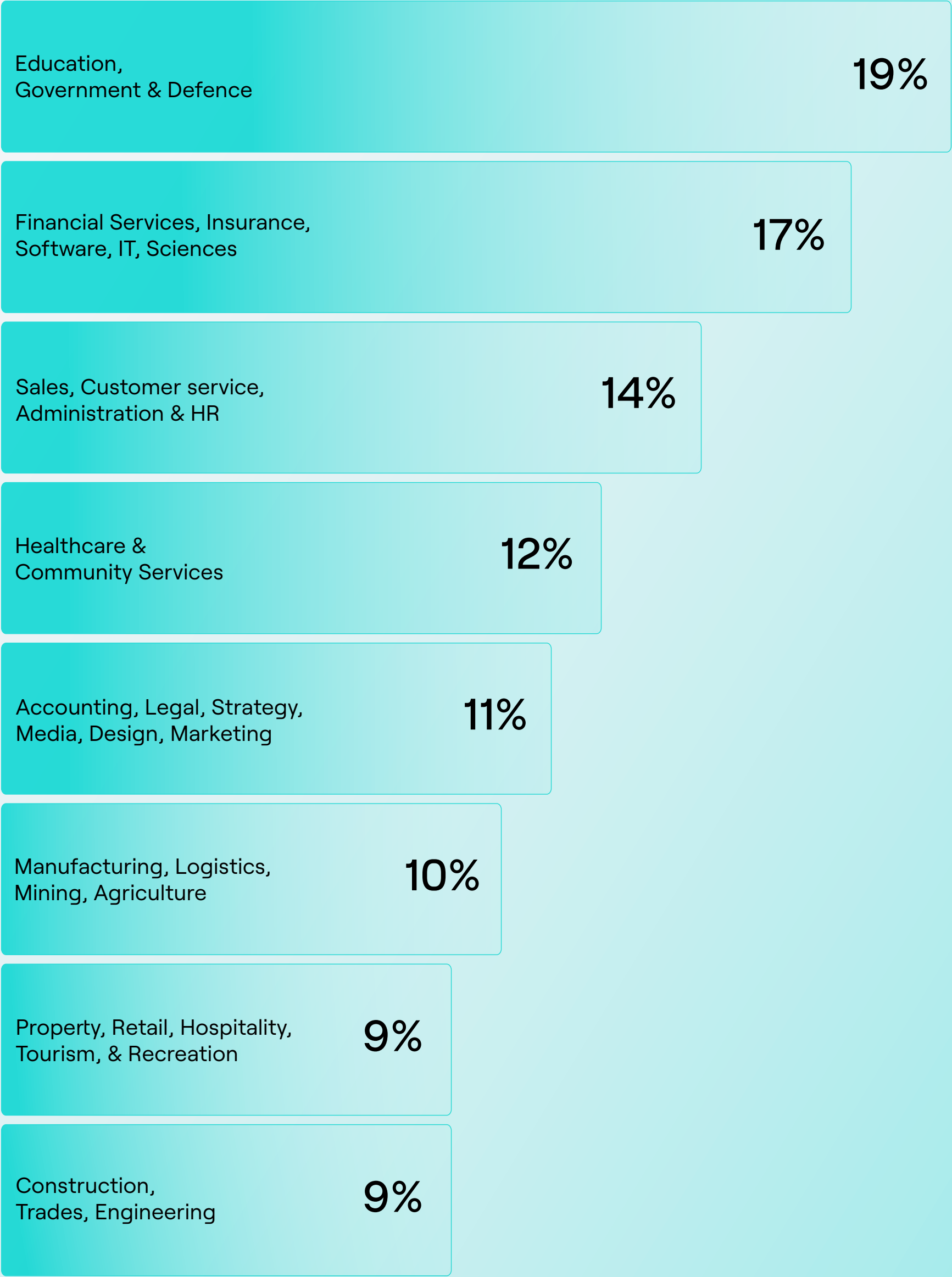
WORK STATUS OF RESPONDENTS



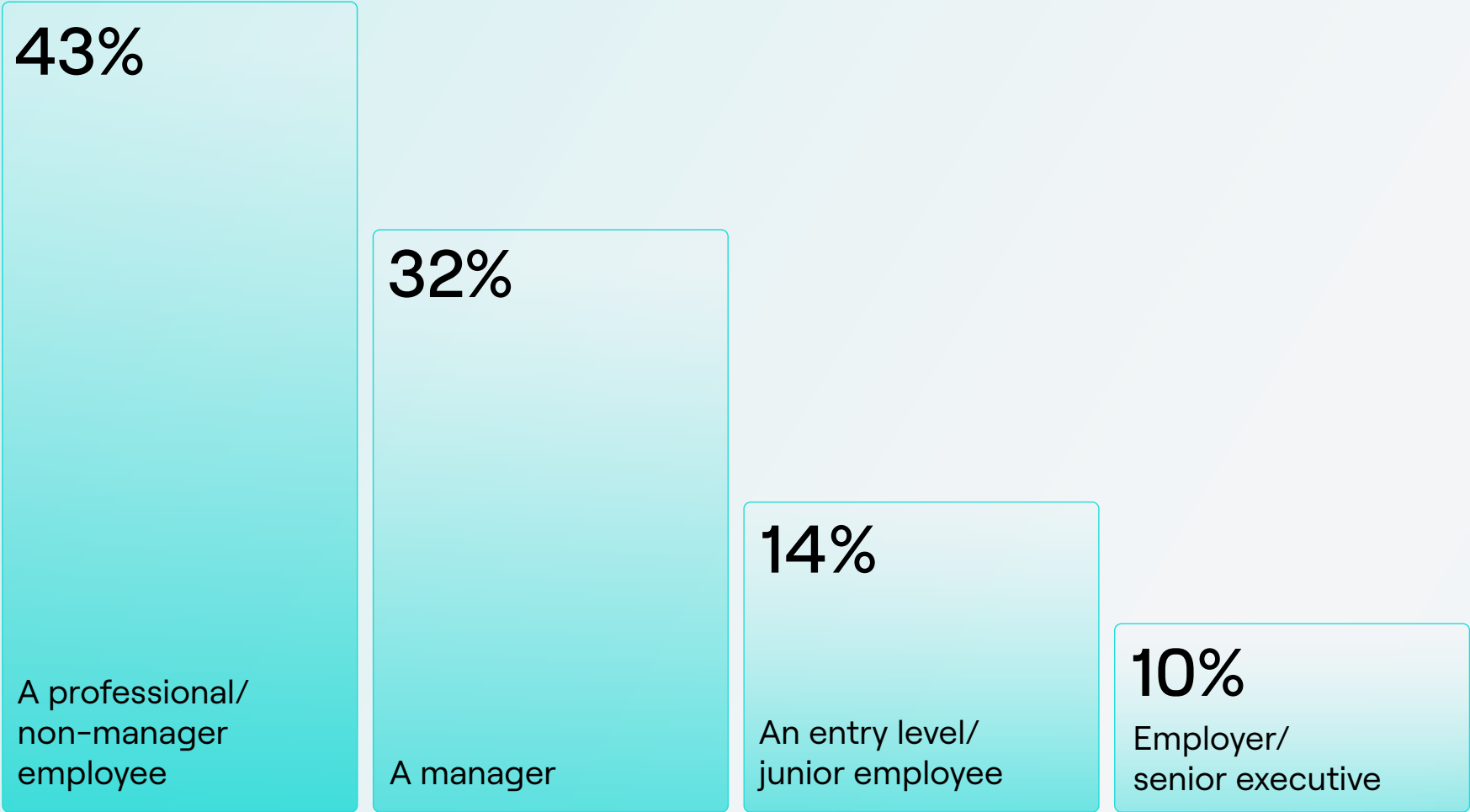
ORGANISATION SIZE



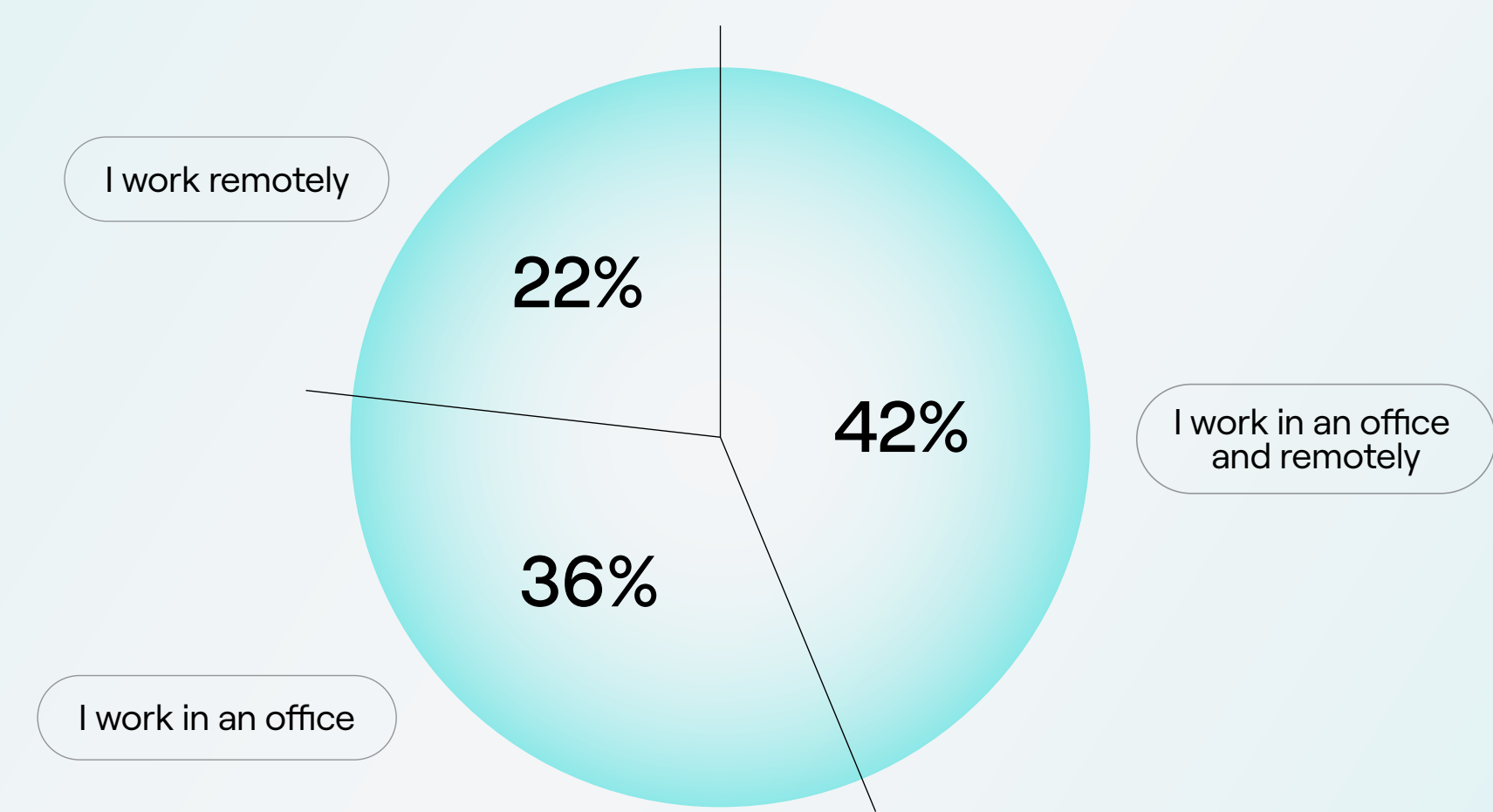
BREAKDOWN BY INDUSTRY



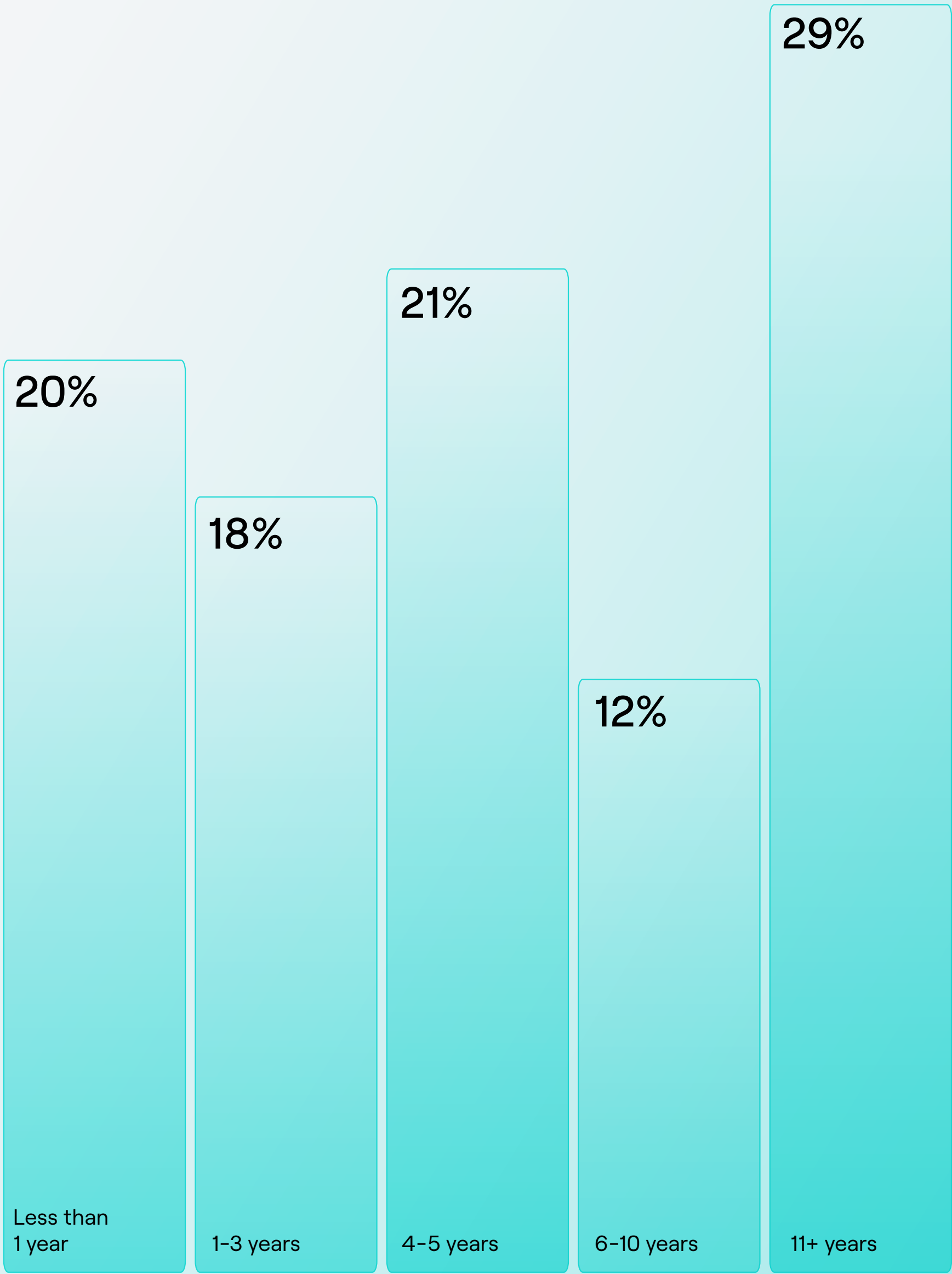
SENIORITY OF RESPONDENTS



CURRENT WORK LOCATION OF RESPONDENTS



TENURE IN ORGANISATION

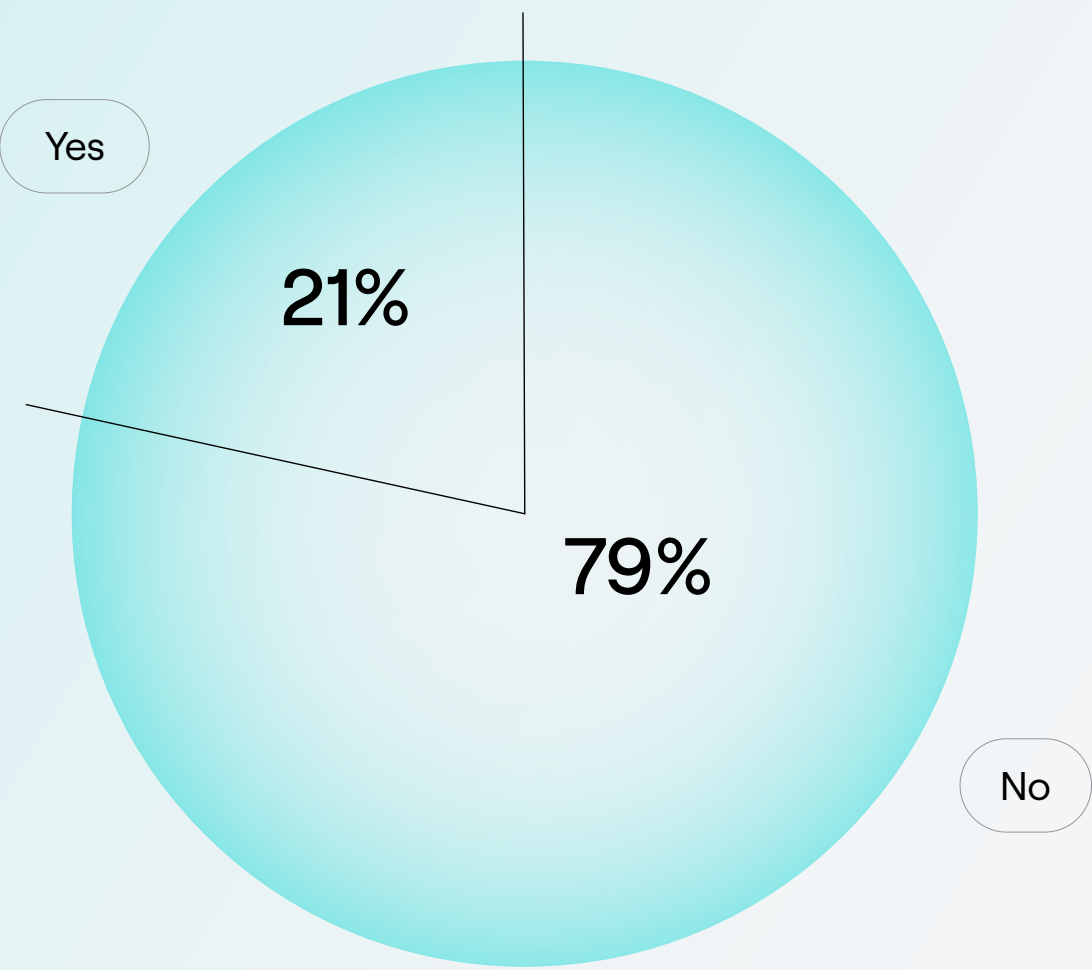


Flexible is the new normal

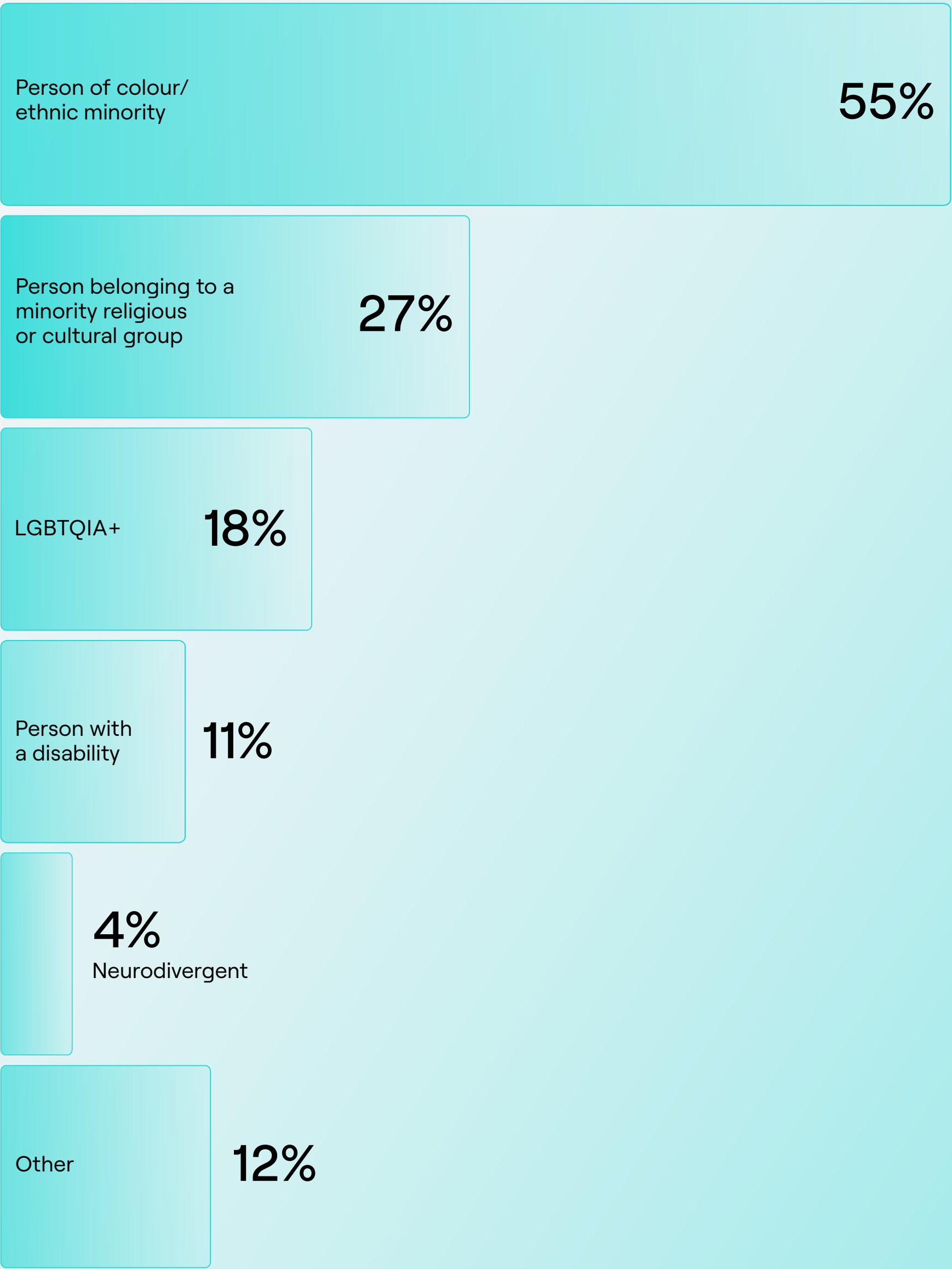
Shifting priorities

The rise of the machine

RESPONDENTS WHO IDENTIFY AS PART OF A MARGINALISED GROUP



MARGINALISED GROUPS AS IDENTIFIED BY RESPONDENTS



INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

About Employment Hero

Employment Hero is the smarter way to manage people, payroll and productivity for SMEs with big ambitions.

Employment Hero empowers SMEs by providing automated solutions to help launch them on the path to success by powering more productivity every day.

Employment Hero services over 6,000 businesses, collectively managing over 250,000 employees. The core platform reduces admin time by up to 80 per cent.

Employment Hero is launching employers toward their goals, powering more productive teams and taking employment to rewarding new heights.



Disclaimer: The information in this report is current as at 7 July 2022, and has been prepared by Employment Hero Pty Ltd (ABN 11 160 047 709) and its related bodies corporate (Employment Hero). The views expressed in this article are general information only, are provided in good faith to assist employers and their employees, and should not be relied on as professional advice. The Information is based on data supplied by third parties. While such data is believed to be accurate, it has not been independently verified and no warranties are given that it is complete, accurate, up to date or fit for the purpose for which it is required. Employment Hero does not accept responsibility for any inaccuracy in such data and is not liable for any loss or damages arising either directly or indirectly as a result of reliance on, use of or inability to use any information provided in this article. You should undertake your own research and to seek professional advice before making any decisions or relying on the information in this report.

Our features include:

Employee happiness scores 1:1s

Policy templates Recognition

Applicant tracking system

Performance reviews Feedback

OKRs (Objectives and Key Results)

Shout Outs (Peer to peer recognition)

Custom surveys Letter templates

Learning management system (LMS)

And so much more...

For more information on how we can help transform your business [book a demo](#) today.

INTRODUCTION

SETTING THE SCENE

KEY FINDINGS

Flexible is the new normal

Shifting priorities

The rise of the machine

WHAT NEXT?

SURVEY DEMOGRAPHICS & METHODOLOGY

ABOUT EMPLOYMENT HERO

Global Teams. Unlock the world’s best talent.



Employ anyone, anywhere. Easily.

One of the best benefits of offering remote working is unlocking the potential of international hiring.

Whether you’re looking to access unique skills and experience, or expand into overseas markets with the help of local knowledge – the business benefits of a global team are unparalleled.

Employment Hero’s Global Teams service takes care of the complex admin; international employment legislation, local tax and pension minimums, insurance obligations and more.

Hiring incredible talent from anywhere in the world has never been easier.

International payroll and compliance. Managed.

Forget the complexities of international payroll requirements and HR compliance. We take care of employment legislation and contracts, employee onboarding and payroll – including statutory obligations – on behalf of your business.

No entity? No problem

Employment Hero acts as the employer of record (EOR) or as a professional employment organisation (PEO) for employees based outside of the markets you already operate in. We employ your new team member through a locally incorporated company, so you can easily hire top talent without the admin headache.

Specialist support.

Our specialists are available to find solutions to any international hiring challenge. We even provide ongoing HR and talent advisory services so you’ll always have peace of mind.

Flexible pricing for your unique needs.

Pricing is per employee, and based on laws and obligations in each region. If you have employees working overseas that need to be paid in accordance with local regulations, we’ll show you how easy employing them legally is.

Hire from 100+ countries.

Access top talent from a huge range of countries. From Portugal to Panama to the Philippines, our local employment knowledge expands far and wide.

What our clients say...



Employment Hero understands the idea of talent being everywhere. It’s a solution that allows us to really start to look offshore without thinking about whether that’s too much of a problem.

Anna Oxley Rintoul,
Head of People & Culture, Eden Brew



The good thing about Employment Hero is that they’re on this journey with you as I’m new and trying to figure things out. We’ve got a kind of partnership helping us understand local employment and ensure we’re hiring legally.

Ariane Sarabia,
Global Talent Acquisition
Specialist, Elabor8



Speak with one of
our [Global Teams](#)
experts today.



employmenthero.com/uk/remote-work

employmenthero.com

This report was designed with love from the design studio and marketing teams at Employment Hero, Australia.
Illustrations by, Jason Solo, managed by Jacky Winter, Australia.