



# Returning to the Workplace 2021

Geraldine Anderson  
Head of Research, Ibec

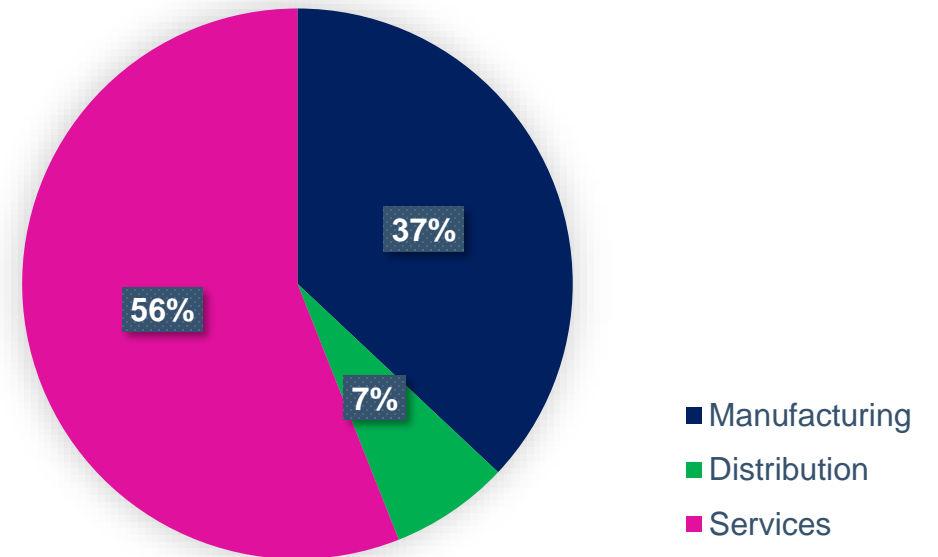
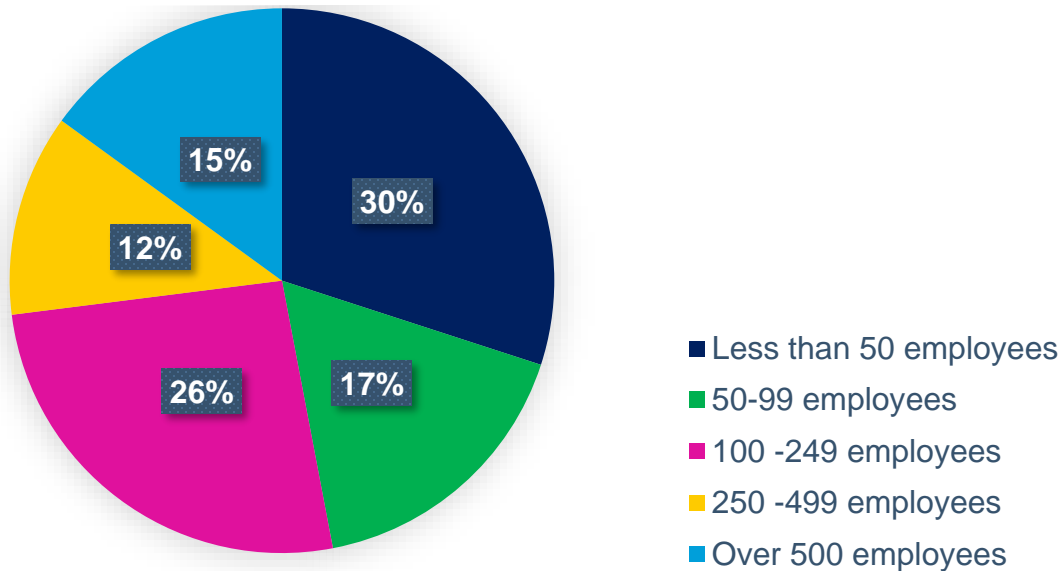
May 2021

# Profile

370 responses

Conducted between 27/04/2021 – 05/05/2021

Sent to HR Most Senior Contact



# Key Findings – Timeline of return to workplace

- Over a quarter of respondents plan to return to working onsite in line with government advice and/or the finalisation of the vaccination rollout (28%). A similar proportion (29%) expect to return in September 2021 and one in five organisations expect to be fully back in the workplace in next three months (21%).
- Therefore, if government guidelines provide for it, it seems likely that 78% of respondent organisations could be returned to the workplace by September of this year.

# Key Findings – Employer actions

- Initially it is expected that both national (51%) and international (50%) travel will be limited within organisations for a period of time.
- Business event attendance is also expected to be limited for a period of time in 48% of respondent organisations.
- Many of the changes required to deal with covid-19, social distancing, wearing of face masks and so on, are expected to be retained, at least for a period on returning to the workplace.
- Of the organisations with remote working in place currently, just over four out of five (81%) expect some form of hybrid working in their organisation following covid-19.
- Across all respondent organisations three quarters (74%) expect the use hybrid working to increase over the next 2-3 years.

# Key Findings – next 2-3 years

- Seven out of ten respondents cited an increase in training for line managers in managing flexibility or new ways of working to facilitate flexibility over the next 2-3 years.
- Almost two thirds (61%) foresee permanent changes to support better public health taking place in their workplaces.
- Investment in technology to support remote collaboration and work is expected to increase in over half (52%) of respondent organisations.
- National (40%) and International travel (45%) are expected to decrease in respondent organisations in the next 2-3 years.
- The proportion of employees working fully onsite is expected to decrease in over half the organisations in the next 2-3 years.

# Hybrid working

How hybrid working will be implemented in organisations varies, but some of the key features are:

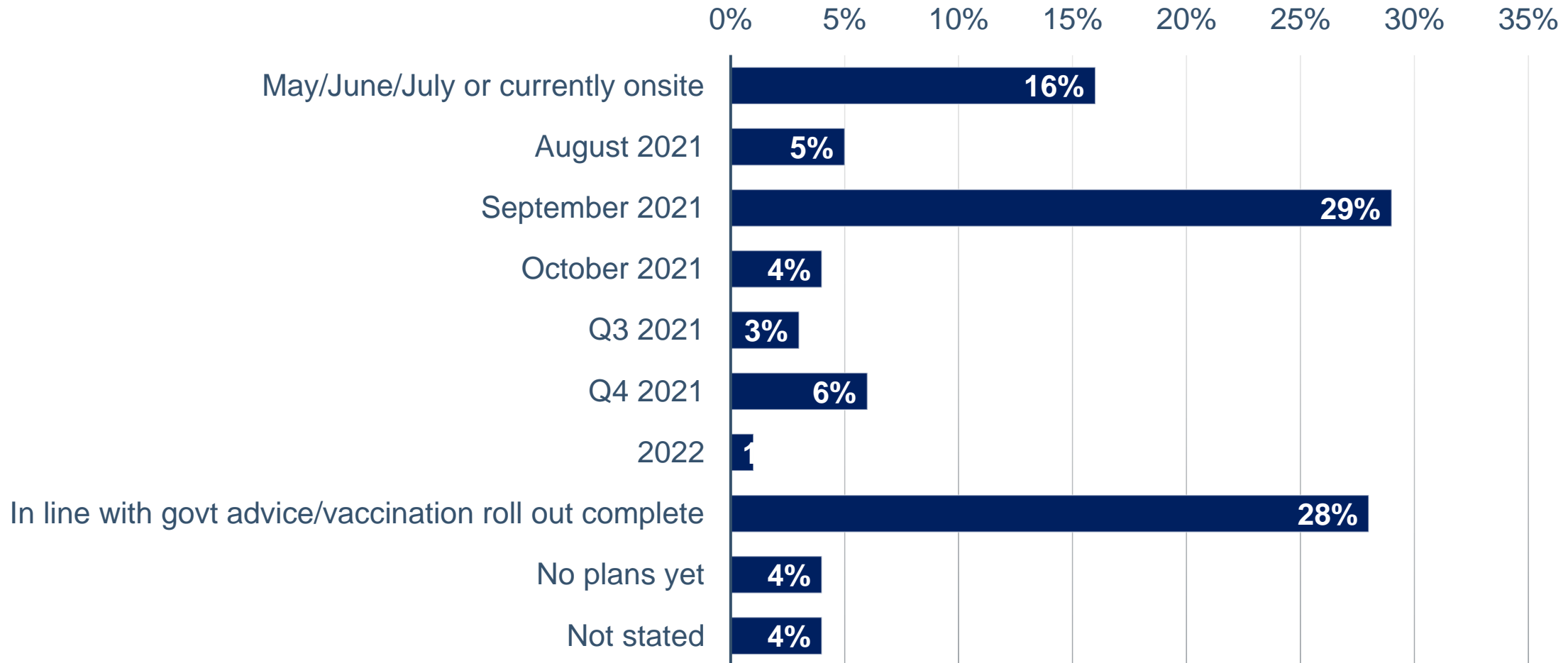
- One in five (20%) respondent organisations expect employees to work three days onsite with an additional 13% expecting to work 2 days onsite.
- Overall organisations see more collaborative and face to face work activities taking place onsite, with more administrative, routine or individually focussed tasks taking place in remote setting
- Employers are considering investment in IT, software and physical spaces to promote collaboration among employees on and off site

# Situation in respondent organisations for the past year

**The majority of respondents, almost three quarters (74%) had some employees working remotely and some onsite**

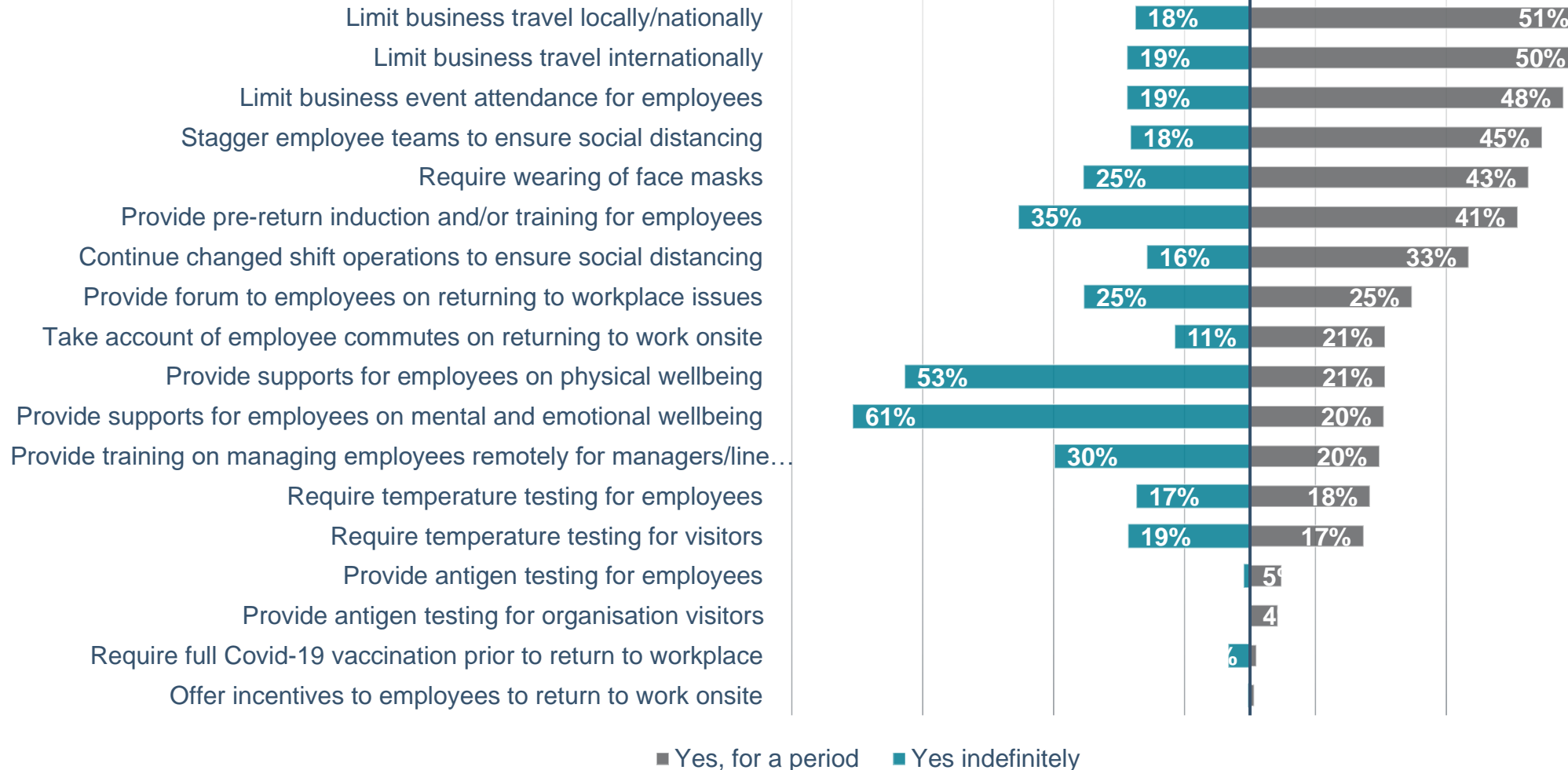
- Around one in five (20%) had all employees working remotely
- Fewer than one in twenty (4%) had all employees working onsite
- Other arrangements applied in 2% of respondent organisations

# Timeline for Return to Workplace N=287



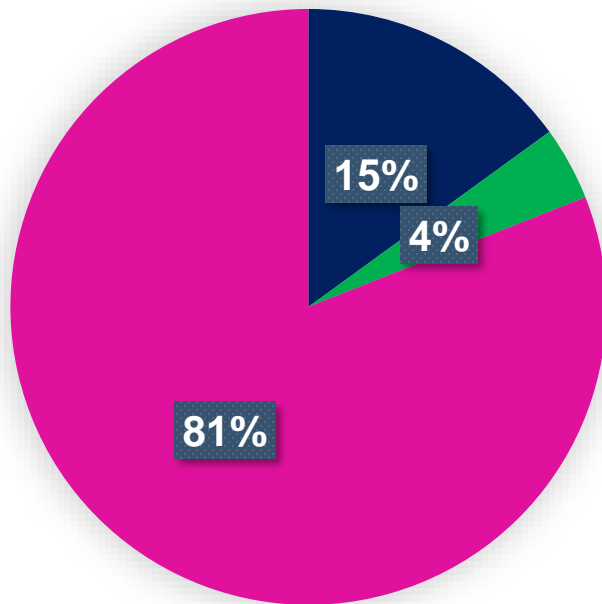


# Actions - Does your organisation plan to do any of the following when returning employees to the workplace?



# Are you planning to return all employees that are currently working remotely to work onsite following Covid-19? (N=309)

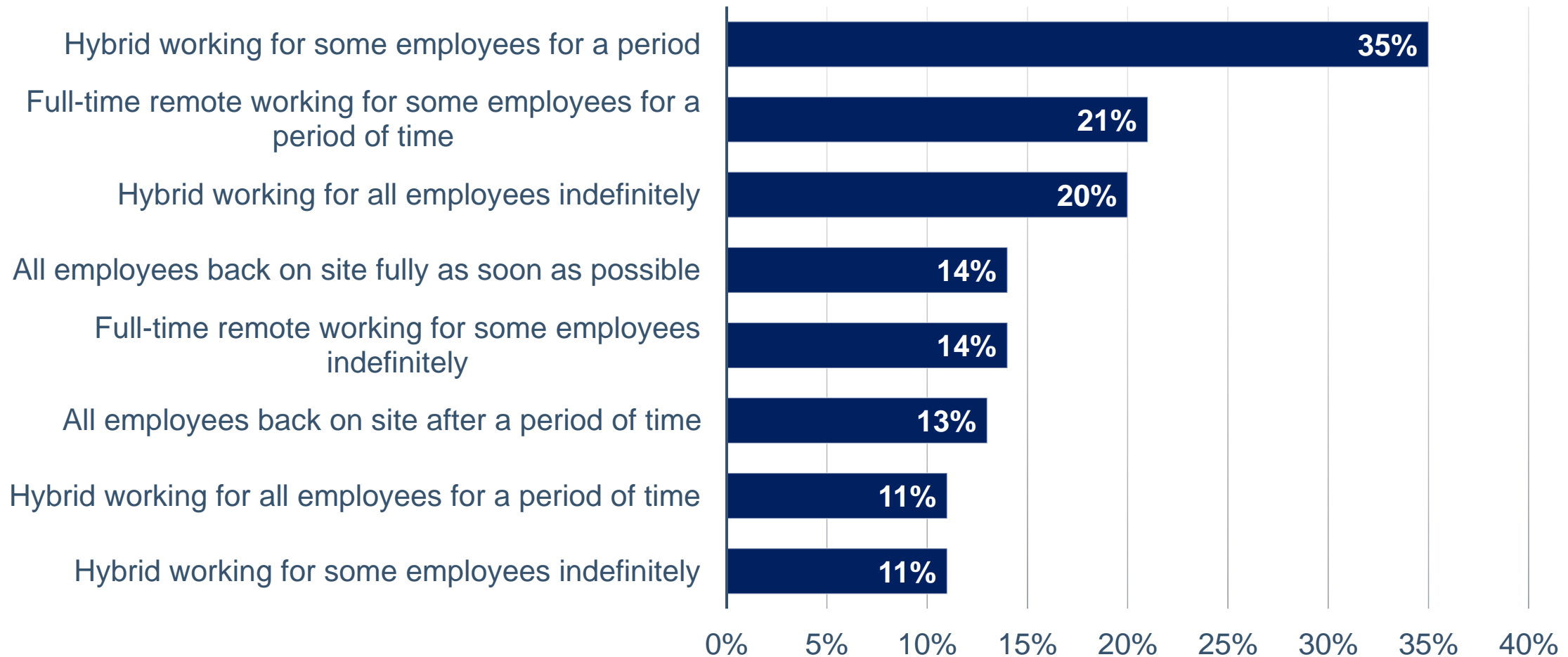
Are you planning to return all employees that are currently working remotely to work onsite following Covid-19?  
(N=303)



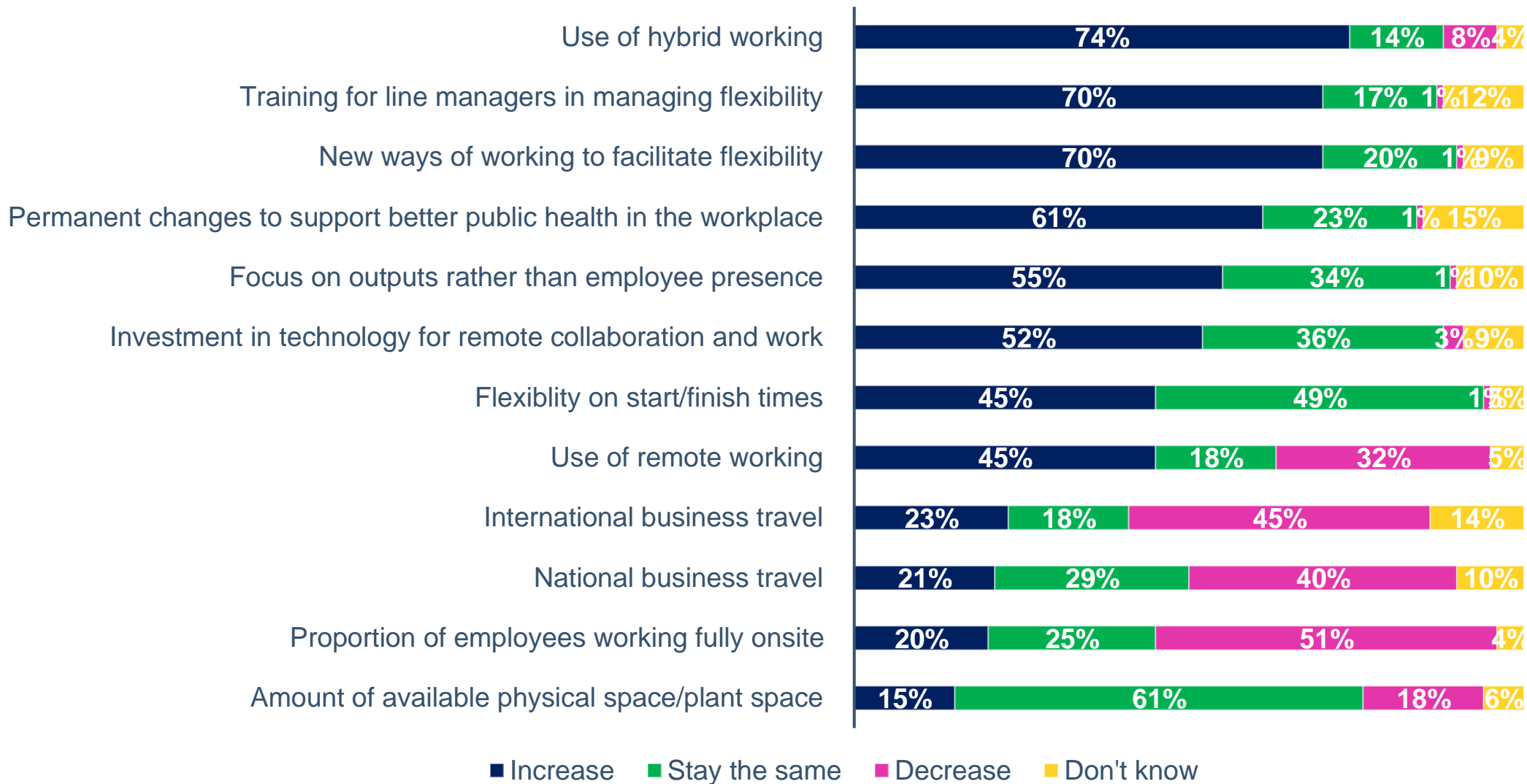
- Yes, all employees to return to work fully onsite
- Some employees will continue to work fully remotely
- Hybrid working - some days onsite, some remote working

# Which of the following will be part of your organisations work structures on returning to the workplace? Please tick all that apply.

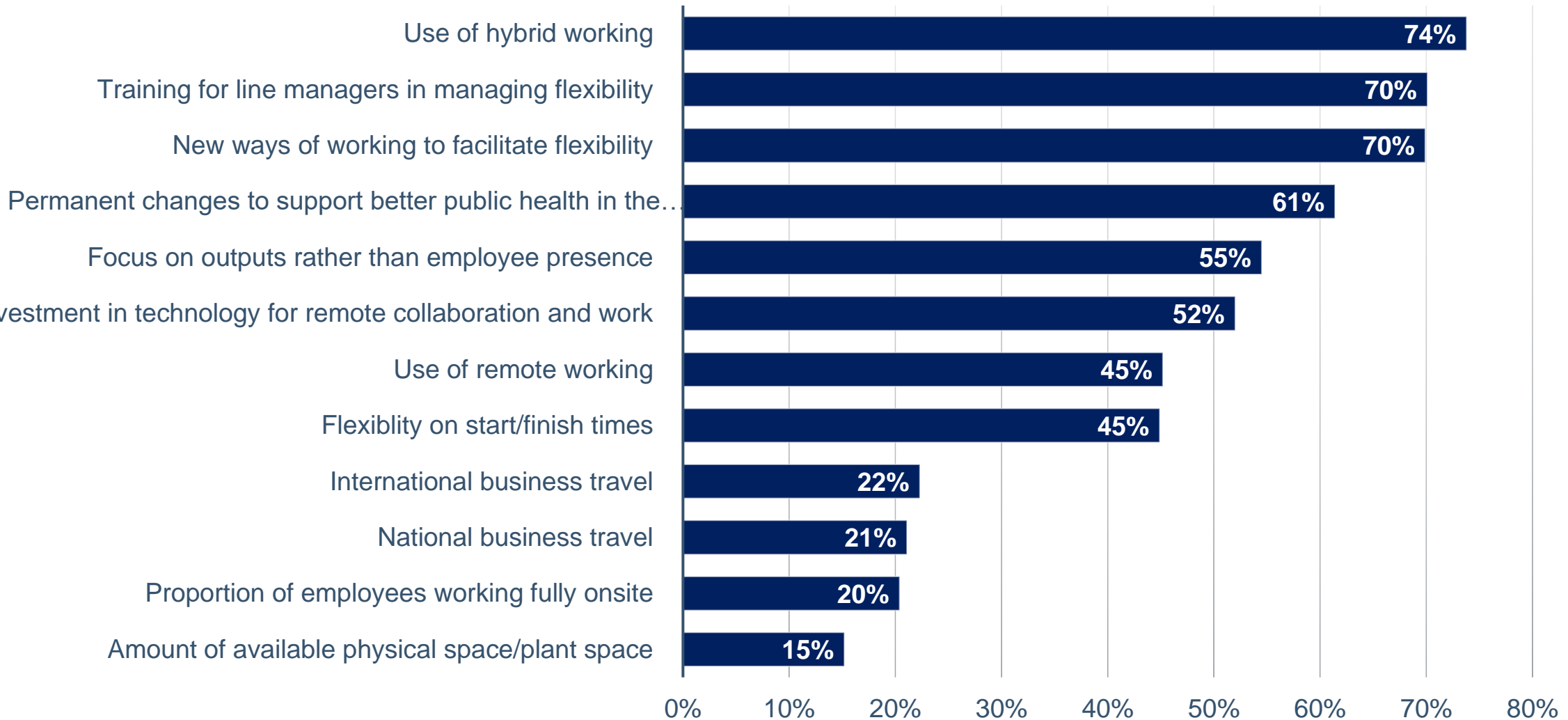
N=316\* companies could choose more than one option



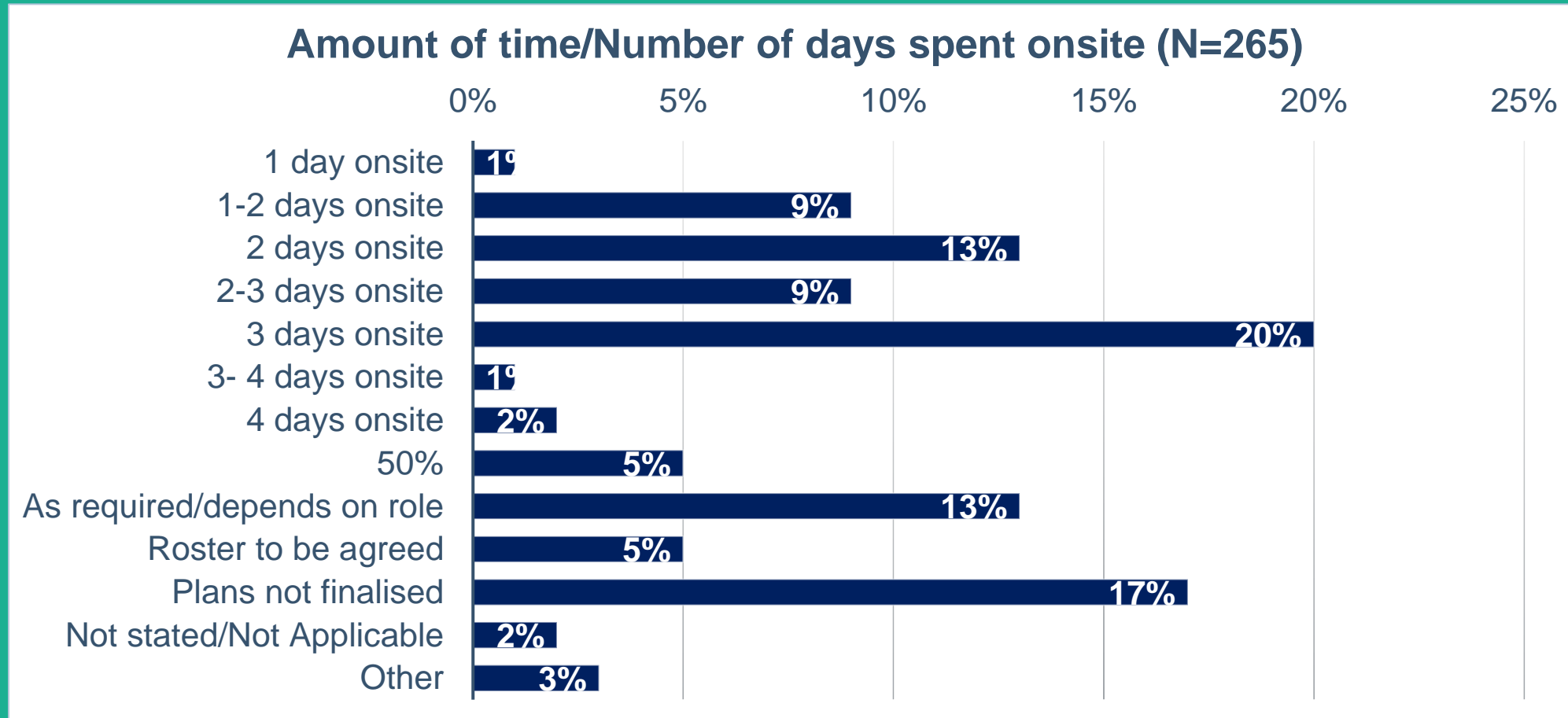
# Compared to currently, do you see any of the following increasing, staying the same or decreasing in your organisation over the next 2-3 years, post Covid-19?



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# Number of days to be completed onsite vs remotely in hybrid mode



# Examples of types of work to be completed onsite vs remotely in hybrid mode

## Onsite

- Collaborative work
- Client or other meetings
- Administrative work
- Manufacturing and production activities
- Technical work
- Lab work
- Facilities, IT
- Reception
- Printing, post
- Warehousing

## • Remotely

- Routine administrative work, email follow up, transactional work
- Data analysis/research
- Desk based activities
- Work that requires focus
- Finance and accounts
- Less sensitive work
- Some customer service
- Procurement
- Project management / Project work
- Some HR and Legal

# Supports for employee social activities in hybrid mode

- Continue to offer virtual events, exercise classes, cookery, book club, quizzes etc.
- Designate a day for all employees to be onsite in line with Government guidelines
- Employee wellbeing team set up
- Resume physical social activities where currently virtual
- Depending on Government guidelines, possible reinstatement of outdoor or other work social events
- Wellbeing committee
- Employee Assistance Programme (EAP)
- Encourage employees to engage in social activities and team building exercises



# Supports for teamwork and collaboration in hybrid mode

- Additional software and appropriate spaces to be developed
- Better meeting rooms, AV technology
- Developing communication guidelines around collaboration
- Increased use of Zoom/Teams calls for field staff
- Virtual coffees/lunches etc
- Management catch up calls and virtual meetings with staff
- New meeting protocols to support online and physical presence
- Policy for flexible working
- Training for managers in team building

# Agreement with Statements

Our organisation has been able to adapt well to changed work practices as a result of Covid-19



We expect increased requests from employees for hybrid working



We expect increased requests from employees for remote working



We intend to adapt our business strategy to incorporate more flexibility



We would support an EU-wide certificate system to support international travel



We expect to deal with long term impacts on employee wellbeing following Covid-19



We intend to provide training to managers on managing effectively in a remote working context



We will conduct more of our business online in the future



We intend to adapt ways of working to have less work completed onsite



There will be no major long-term changes to how we have been used to working, once Covid-19 is resolved



A large proportion of my workforce face a long commute on returning to the workplace



Our organisation will struggle to get up and running post Covid-19



■ Disagree ■ Agree



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