

employees still going in

Though this group feel a real sense of pride in having kept working, there's also a sense that they've missed out. Many fear this will continue into the workplace and talk about being left behind once others return. Though they haven't experienced new ways of working firsthand, those who've continued going in still expect to see long-term changes to working patterns.

How do people feel about current ways of working?



- 47% are proud of still working
- 32% say work-life balance feels normal
- 30% say they're more productive
- 20% say work is easier to manage at the moment.

- 38% would rather be working at home
- 11% would rather be furloughed
- 31% worried about their health as a result of work
- 19% of parents still going in feel like they're missing out on time at home



How well have employers handled it?

32% think their employer should be doing more to reassure them

22% think their employer could have handled it better

47% worried about losing their job

31% think their employer should be doing more to ensure job security

What have the health impacts been?



- 48% say it's got worse, which is lower than average
- 22% finding it difficult to concentrate



- 31% say it's got worse
- 22% say it's got better

Why has it got better?

- 39% exercising more
- 37% more free time
- 74% exercising more
- 48% cooking from home

Why has it got worse?

- 33% worried about the health of others
- 29% worried about their health
- 44% not eating as healthily
- 42% lack of exercise

Expectations of work



Almost half (48%) think they'll get left behind after lockdown whilst others get special treatment



37% expect more working from home in the future



Over one in four (26%) will choose roles that give more work-life balance in the future



27% would like additional wellbeing support, especially mental health (28%)



42% are keen to return to a good work-life balance

Strategy considerations

- Showing this group that their contribution has been recognised and is valued will be really key when others return to the workplace.
- Consider ways these employees can play a central role in welcoming people back, such as giving team briefings on projects or other initiatives that have been put in place whilst others have been off.
- Despite still working, this group are especially worried about losing their job, so communicate transparently and provide reassurance where possible